



Annual Report 2015

Hillsong Church Australia



“I have two great passions: one is to build the Church of Jesus Christ and the other is to lift the lives of people and help them fulfil their potential in life.”

– Brian Houston, Global Senior Pastor, Hillsong Church



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Global Senior Pastor's Report

With growing uncertainty in our world, it is encouraging to know that 'Jesus Christ is the same yesterday, today and forever' Hebrews 13.8 (NIV). He remains compassionate, loving and intensely interested in the wellbeing of each one of us.

In 2015 our theme for the church was 'Unusual Miracles' where we stretched our faith and prayed, asking God to work miraculously in our lives and for those in our world. We heard story after story of God intervening, providing for people's needs, restoring relationships and opening opportunities in workplaces and businesses. We launched Hillsong Buenos Aires where the miraculous continues to be seen. We were given an unprecedented opportunity to launch the 'Hillsong Channel', a 24-hour cable channel through the Trinity Broadcasting Network which is available in millions of homes across the USA, Europe and in Australia, providing Hillsong with the opportunity to present the gospel message in contemporary ways into homes across the globe. I was also pleased to become a signatory of the 'Joint Declaration of Religious Leaders Against Modern Slavery' which has received wide international support.

Our church services are focused on helping people find answers and purpose in Jesus Christ. In 2015, we were thankful that 26,841 people made decisions to follow Jesus at Hillsong Church. Starting on a journey towards peace, hope and security.

We are pleased that our regular weekly church attendance in Australia grew to 35,675 this year increasing from 34,083 in 2014.

Our programs for young people foster healthy relationships and positive self-esteem in a faith-filled environment with opportunities to volunteer and develop leadership abilities. There are now close to 2,400 young people engaged in our youth programs each week.

We are thankful for our Pastoral Care team who support over 1,000 people each week who are facing relationship or health challenges, trauma, crisis or many other troubling issues.

We continue to provide opportunities for people to find a place to belong and to establish strong relationships. Whether that's through being a part of a bible study 'connect group' or volunteering, we encourage people to get involved. There are now 2,535 connect groups meeting regularly and 5,000 volunteer roles being filled every week, and we are incredibly thankful to them for the giving and sacrifice of their time.

Domestic and Family Violence (DFV) is a growing problem in our nation. Through the generosity of our congregation and local businesses, Hillsong opened three transitional homes for families who have been affected by DFV. These were renovated and furnished in 2015 with the first people entering the programs in 2016.

I cannot say enough to thank our congregation for their generosity and commitment and donation of 103,601 food and toy items and the many great community organisations we work alongside in supporting those in need.

We welcomed Melinda Dwight to our Board in March 2016, she is proving to be a great addition with a wealth of not-for-profit experience. I would like to express my appreciation to Dwayne Neilson who faithfully served on the Board for many years and completed his tenure in early 2016. Dwayne's wise and steady-handed approach gave many in Mt Gravatt reassurance at the time the congregation joined to become our Brisbane Campus.

There are great opportunities ahead for our church and to all our congregation and those we partnered with in 2015, thank you for making it an incredible and miraculous year. The best is yet to come!

Brian & Bobbie Houston



Lead Pastor's Report

'Unusual miracles' was declared the theme for 2015. What did this mean for our church?

Every weekend in our church services we take time to pray for people who are believing for breakthrough and turnaround in areas of their lives.

Over the year there have been countless stories of doctors who were stumped at miraculous healings, provision from unlikely places, relationships restored and business people finding solutions against all odds. We can only attribute this to God's unusual, miraculous provision.

What do you see as some of the greatest opportunities ahead of us as a church?

Our greatest opportunity will always be to reach more people with the message of Jesus and to serve the communities where we are planted.

We are excited to have established new Hillsong communities in Darwin and Brisbane West this year. Technology has provided incredible possibilities with newer congregations linking in to watch a stream of our Hills Campus services each Sunday. We are building local churches in local communities that understand they are a part of 'one house' that is found in many locations.

'Come as you are' has become the common expression of welcome for people coming to Hillsong Church. What does this mean?

We often get asked what you need to do to 'sign up' to become part of our church. There isn't a membership for Hillsong Church. We hope that people find a sense of belonging, a sense of 'home' and in turn build that for

others as they get involved in the community. Everyone is welcome to come just as they are and become involved as they desire, there are no prerequisites or requirements.

What are some of the challenges we've seen as a growing church?

There are always challenges in growth. But we continue to do what we can and help people as best we can to connect and find a sense of community. EveryONE matters.

Our aim is to make a big church feel small. Connect groups are the heartbeat of church and we encourage everyone to join one. We launched 'One Hour Connects' this year which have been really popular for people with busy lives looking to meet with friends and build community around their faith.

We continue to invest into facilities and look at new ways we can accommodate the growth in our church services. In some locations this has meant new service times, in others, this means moving to new locations, all with the goal to create more room for everyone.

Domestic and Family Violence is such a major national issue. What role does Hillsong Church play in addressing this?

This is something very close to our heart. Domestic and Family Violence is a national crisis that impacts so many people.

In 2015, we raised awareness through church activities such as the Men's Event and provided further training for our pastoral team with the assistance of the NSW police. We launched 'Homes of Peace' this year, fitting out three residential properties so Hillsong CityCare could provide transitional housing and support programs to help those who have been affected by DFV and need somewhere to live whilst they rebuild their lives.

With all the activities that happen across church life, how do we ensure that Jesus remains the centre of it all?

Everything we do is centred around Jesus. The church is here to be His hands and feet, pointing people to the love and unconditional acceptance only Jesus can give. All our activities operate with this in mind, giving people a place to belong and be supported.

Joel & Julia A'Bell

General Manager's Report

Year after year we are truly humbled by all of the opportunities that the Lord provides to us as a church to expand His Kingdom. We serve a faithful God. This year is no exception. I would like to present to you our 2015 Annual Report.

Hillsong Church in Australia enjoyed healthy growth for the 2015 period. Service attendance grew by 4.6%, the number of people accepting faith in Jesus Christ increased by 15.5% and we added two new locations in Darwin and another in Brisbane. Financially, donations and other sources of revenue increased by 14% and 27% respectively.

As the ministry of the church continues to expand, we as a board and leadership are committed to maintaining strong financial results. We are pleased to report a surplus this year of \$6,431,457 providing funds that will be reinvested into facilities, outreach programs and the planting of new church locations.

It is at the heart of the mission of our church to see people across the globe presented with the message of the gospel and the hope that it brings. One of the strategies to achieve this is to plant churches in significant cities around the world. These become hubs that offer church services and care programs. In November 2015, we launched Hillsong Church in Buenos Aires, Argentina and over 220 people have made decisions to accept faith in Jesus Christ during the year. Even though the activities of Hillsong Churches globally are not included in this report, it is largely through the generosity of the Australian congregation these churches are planted.

It is inspiring to see the commitment of our congregation who volunteer in programs across the life of our church. Thousands give of their time every week to see people receive the help and encouragement that only Christ-centred care provides.

We work closely with a number of charities to assist those in need. Compassion is one such charity who is committed to seeing children released from poverty. We have just celebrated the incredible milestone that 50,000 children have been sponsored by our church congregation and those attending our conferences and events. Vision Rescue in India, A21 and the Hillsong Africa Foundation are organisations we have the privilege of supporting; empowering people within these communities and providing opportunities for their future.

We are encouraged as the number of people engaging in Hillsong's Christian worship resources continues to grow. This can be seen in album sales, streaming numbers and our live events, which were attended by close to a million people in 2015.



With over 7,400 children and young people attending church programs each week, their safety remains a key priority. All existing and potential children's leaders were taken through new children's check procedures, which included 2,621 new applications, 4,369 reference checks and 2,621 state based check verifications. We appreciate our children and youth leaders who work incredibly hard to provide a fun and safe learning environment. While we have always endeavoured to provide a safe environment for our church members we took additional steps in early 2016 by forming the Safe Church Office. This is made up of a team of individuals dedicated to providing a safe church environment for our congregations and specifically our children and young adults.

Over the past 30+ years our church has grown from one location in Baulkham Hills, Sydney to 26 locations across Australia and churches across the globe. With an ongoing commitment toward good governance, our board continues to review our current processes to ensure we can effectively manage our activities and future growth.

George Aghajanian

Our History

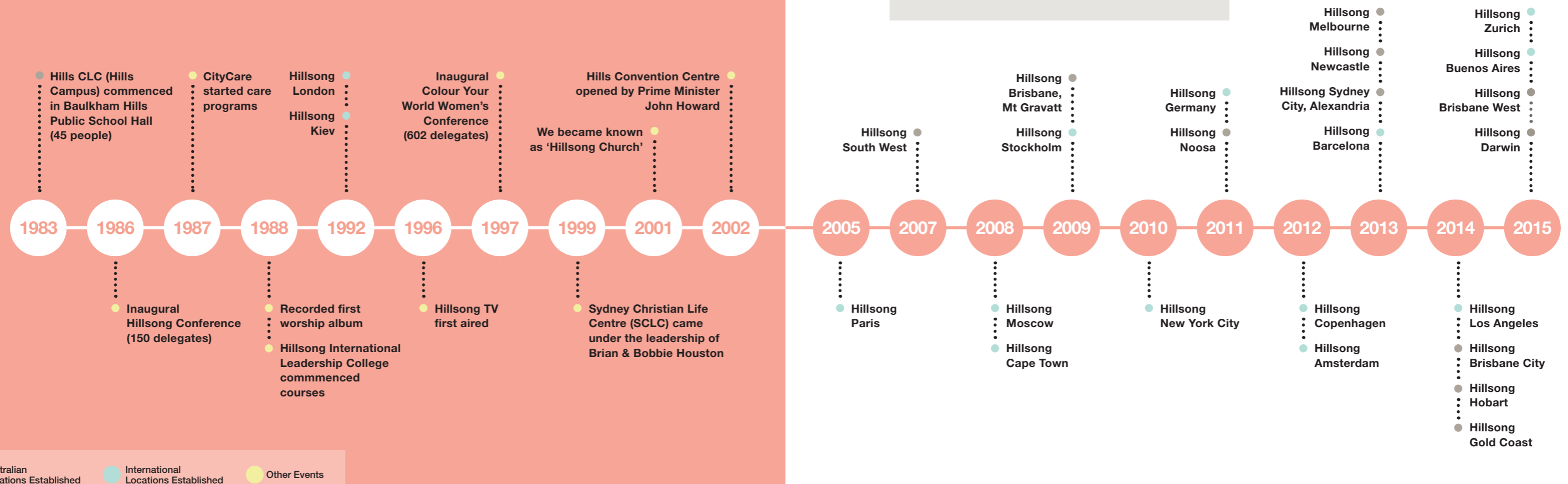
Hillsong Church began as Hills Christian Life Centre in 1983, a pioneer work of Brian and Bobbie Houston. Today, Hillsong Church has developed into a multi-campus church – both locally and globally – with a network of contributing services and ministries. What began in that little school hall with only 45 people is now a church with local expressions in more than 13 nations around the globe, all independently governed and committed to loving God and helping people.

Hillsong Church is a local church committed to assisting those within our internal and external communities; those who walk through our doors and those who may never walk through our doors. We are a church dedicated to helping people in the challenges of life through pastoral care and support and assisting the vulnerable and marginalised through social justice programs. We are committed to training leaders and raising up a generation of Godly men and women committed to planting healthy churches in Australia and around the globe; to equip and disciple people on their spiritual journey; and ultimately our desire is to share the Good News and gospel message of Jesus Christ within each of the local communities our church is located in.



What We Believe

Hillsong Church adheres to a Christian Statement of Beliefs, which can be found online: hillsong.com/what-we-believe



Reaching Our Nation

Australia is a melting pot of cultures, with one-quarter of the population indicating they were born overseas and 46.2% having at least one parent born overseas.¹

Australia's rich cultural diversity is the strength of our nation. The fabric of Hillsong Church reflects the cultural diversity of our community - the church is made up of everyday Australians from all walks of life, and our drive to expand our reach is fuelled by a love for all people, a belief in the hope held within the gospel of Jesus Christ, and a desire to build a place for anyone and everyone to find 'home' - a place they belong, are invested in and discover opportunities to show generosity and compassion towards others.

Hillsong Church currently operates 26 locations in Australia. This includes 11 campuses, 10 extension services and 3 connects—who video link to our Sydney Hills Campus.

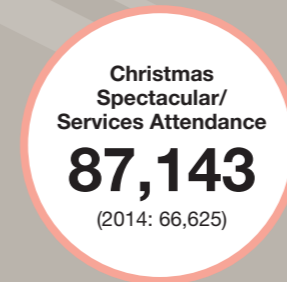
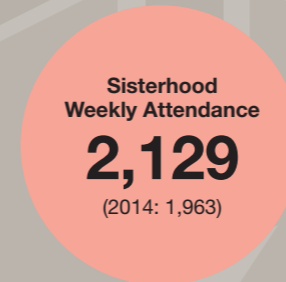
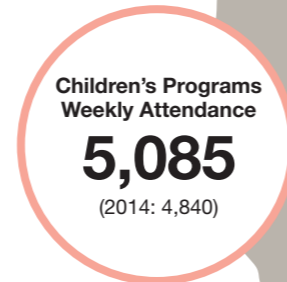
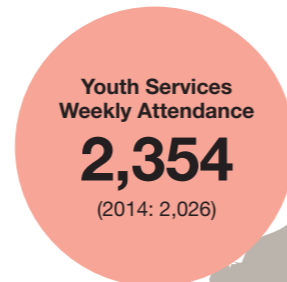
In each of these locations there are pastors overseeing the day-to-day activities and care of those in their local communities. Many extension services are formed around CALD (Culturally and Linguistically Diverse Communities), including services for those with Spanish and Chinese (both Mandarin and Cantonese) speaking backgrounds.

We also provide language interpretations in Auslan (Australian Sign Language), French, German, Indonesian, Japanese, Korean, Mandarin, Persian, Portuguese, Russian, Spanish, Tamil and Thai.

Our church services are contemporary, creative and welcoming gatherings of people, which build communities of support and friendship around the Christian faith. They include modern Christian worship along with practical and encouraging Bible-based teaching.

Connect groups are mid-week Bible study and discussions in small groups which allow our church to remain personal, inclusive, providing opportunities for people to build strong communities of friendship and support. These small groups of people are gathered around age, interest, lifestyle and/or culture.

Our congregation give generously of their time and resources to the charitable programs of our church and beyond. Our programs seek to include and build community across the cultural diversity of our nation and of our church, to build better and healthier Australian communities.

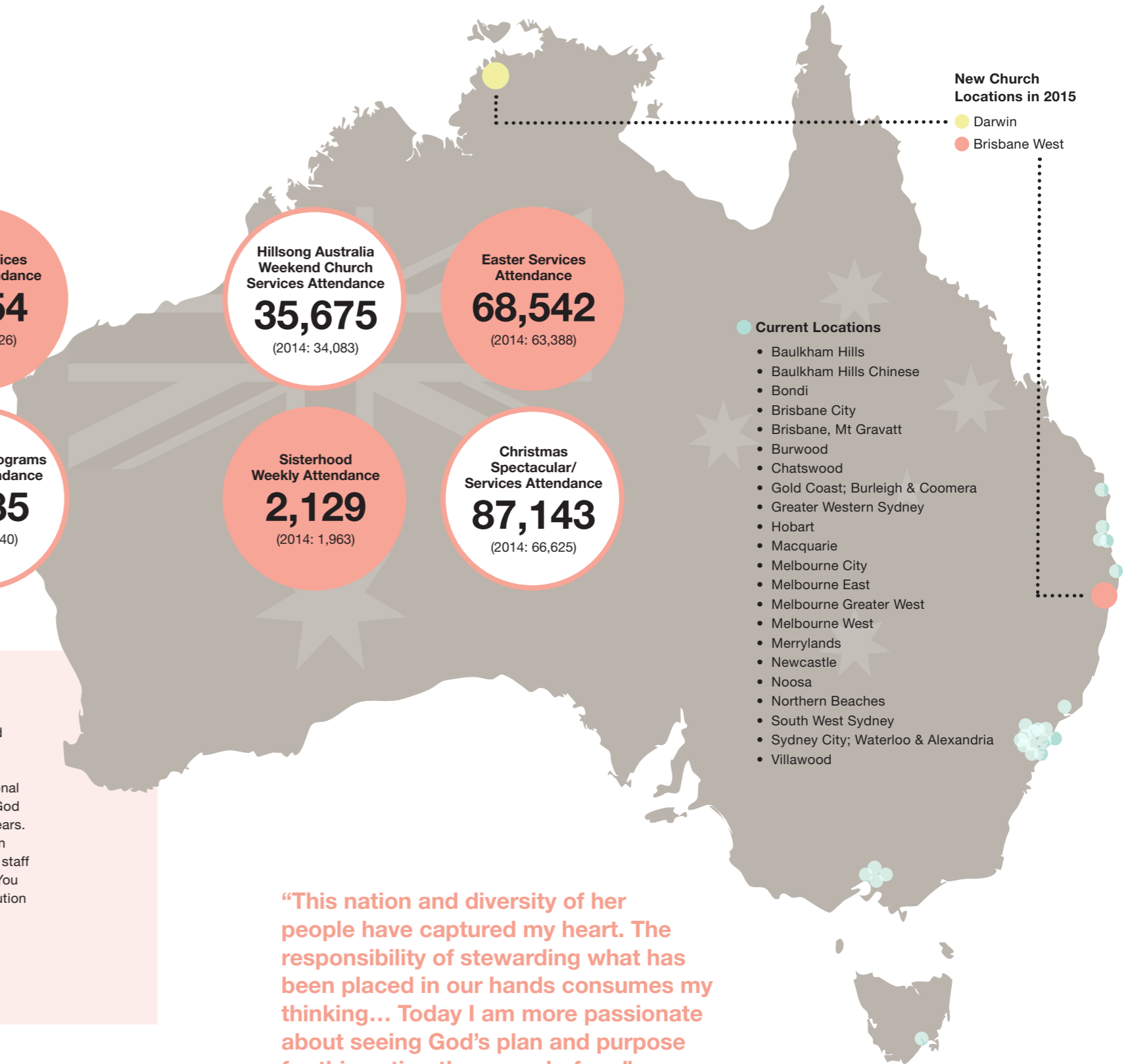


Hillsong Church is a Christian church, affiliated with the Australian Christian Churches (ACC), a movement with a long, established heritage and a network of over 1,000 churches, over 3,200 pastors and over 315,000 constituents across Australia. Pastor Brian was elected as the National President of the ACC (then The Assemblies of God in Australia) in 1997, a role he held for twelve years. Joel A'Bell and Donna Crouch currently serve on the National Executive of the ACC and pastoral staff have recognised credentials through the ACC. You can read more about the ACC's history, constitution and leadership at acc.org.au.



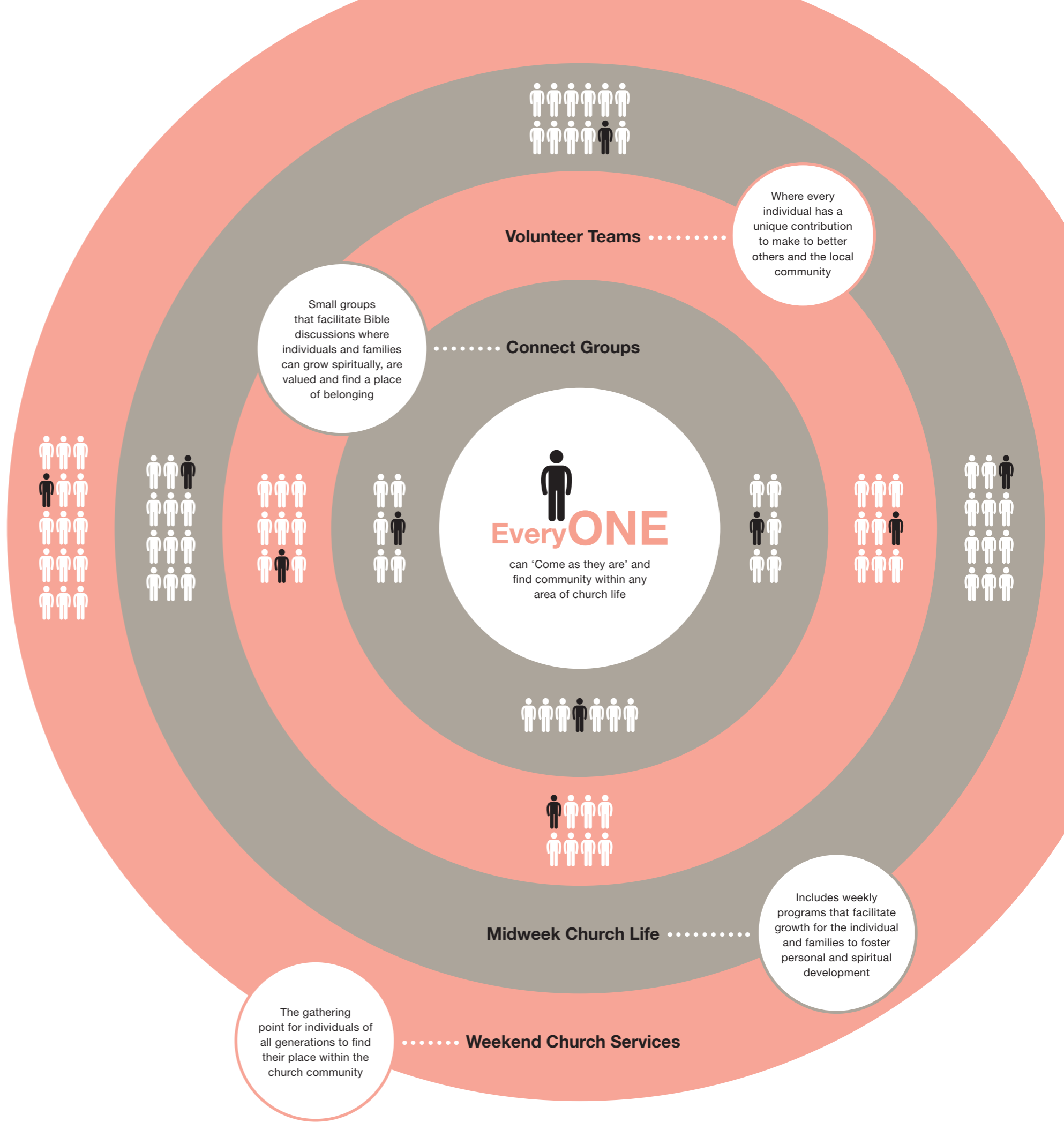
"This nation and diversity of her people have captured my heart. The responsibility of stewarding what has been placed in our hands consumes my thinking... Today I am more passionate about seeing God's plan and purpose for this nation than ever before."

— Julia A'Bell, Lead Pastor Hillsong Church Australia



All About the One

'Come as you are,' is a common theme and statement in our church. Our hope is that in a growing church, every person can find a sense of community and belonging whatever stage they are at in their faith journey. Whether it be in joining a connect group, being a part of volunteer teams, weekend and mid-week programs or simply attending a service; we exist to create an environment where an individual can find community and find Jesus.





Hillsong Red Buses

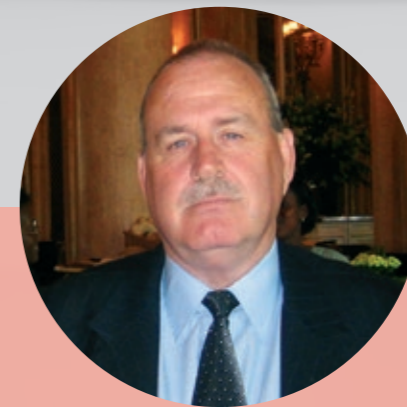
Making Church Accessible

In 2015, Hillsong Church purchased 22 buses from a local bus company to provide easy access to our communities for transport to and from our church and youth programs. Our bus services are complimentary and are run throughout Sydney, Newcastle, Brisbane, Gold Coast, Noosa and Melbourne. We endeavour to 'make church accessible' to EveryONE from all ages and all backgrounds and hold an open invitation to our local communities to be welcomed to 'come as they are'.



"...I've been catching the bus ever since I first started going to Hillsong. The bus is my transport to and from church and without it, my Sundays and Friday nights would usually be spent at home or at the local park. I am grateful for the buses because they aren't just rides to church... Numbers of students pack those buses every Sunday and Friday and that's exactly what we need as a youth ministry and as a church, buses packed with hearts hungry for God."

- Tahlis Poasa (Student)



Colin's Story

1948-2015
(A tribute to Colin and his family)

Colin was someone who lived with passion and conviction.

At age 13 he made a decision to follow Jesus Christ and never looked back, generously giving of his time and energy in the church and devoting his life to speaking truth and hope into people no matter where they were at in their lives.

The local church had a great significance in Colin's life; he believed deeply in it, and felt it was God's plan for him to give his life in service to its people. In 2009, when Garden City merged to become Hillsong Church Brisbane, Colin continued on as an integral part of our pastoral care team - mentoring and supporting pastors and volunteers, and bringing with him his wisdom, faithfulness and profound love of people. He was a spark of joy to those he served with, and a beacon of light to those he pastored.

Colin's life and ministry in the church emanated the truth of God's love and acceptance, and many people came to know Jesus through him - including his own parents. A particular strength of Colin's was bringing peace when people were terminally ill; his love for these people and their families was invaluable.

In 2012, Colin faced one of the toughest seasons of his life battling with cancer. Through it all, he clung to his favourite scripture in Philippians 4:13 which says "I can do all things through Christ who strengthens me", and found God to be faithful. Even in his last days, he did not fear death as he knew God had a purpose and plan.

Be it pastoring, fathering or life in general, Colin gave his 100% to it all. His favourite saying was "a job worth doing, is a job worth doing well." His courageous decision to wholeheartedly follow Jesus Christ as a young boy did not just change his own life, but has impacted so many who have passed through the halls of our church, and has left a legacy that will follow on for generations to come.

"Pastor Colin loved God and he loved people. He lived his life not for the crowds, but selflessly for the countless 'ones' in his world... Pastor Colin was a remarkable leader who believed in and invested into people, inspiring many to build the house of God no matter the season in their own life."

- Leanne & Garth Spensley



Children

Children who attend Hillsong Church reflect Australia's variety of demographics, nationalities and family environments. We believe in investing in the next generation and equipping them to excel in life. Research indicates that children who have the best start in life are more likely to be healthy, resilient and productive adults.²

We strive to create safe, fun and educational environments for children to make positive social connections, develop character, learn practical life skills and cultivate spirituality. We hope that in doing so, we can influence children toward a strong future.

Hillsong Kids Initiatives

Weekly Programs

We run curriculum-based children's programs that create an environment that nurtures positive and healthy relationships with their peers and leaders. These include faith-inspiring music, dance, drama, art, and a message delivered in a fun and engaging way that articulates the story of Jesus.

"Since being a part of the Junior Leadership Program, Eunice has grown in many areas. Whilst she has always been a confident child at home, the Program has encouraged Eunice to become more confident in public settings such as at school and at church. The leadership skills that she has learned as a Junior Leader have allowed her natural personality to flourish and she is beginning to understand that her part can make a difference in many people's lives."

- Anne Wong

Family Connect Zones

Family connection zones on Sundays provide a space for families to foster greater community with other families. To further support families we provide pastoral care, life skills courses and referrals to clinical psychologists, counselling, other health services and community-based playgroups, to enable children and their families to navigate life issues.

Voltage Ignite

Voltage Ignite is a fortnightly initiative within the pre-teen age group designed to prepare them for their integration into the youth-aged programs. The program connects children who are attending the same high schools in the next year, which aids in building confidence, building resilience and reducing the risk of isolation.

Junior Leadership Program

The Junior Leadership initiative is a voluntary training program, including both theory and practical experience, aimed to equip and empower children who are keen to develop the confidence and skills needed to step into leadership positions - be it at Hillsong Church or in their own schools/community.

Treasure Chest

Approximately 7% of Australian children have some type of disability.³ Our Treasure Chest program is tailored towards those with special needs who require extra support and care. The program makes it easier for families to come to church together, providing respite and encouragement, knowing our team are meeting their child's individual needs.

We dedicated two new rooms in our City Alexandria Campus in Sydney to Treasure Chest. Our programs cater for any child with a physical or learning disability such as down syndrome, autism spectrum disorder, cerebral palsy, epilepsy, sensory issues, blindness or partial sight and intellectual disabilities.



"Our children and our children's children need a future without fear. Pray for them. Position them wisely. And believe they'll be the game-changers of their generation."

- Bobbie Houston, Global Senior Pastor, Hillsong Church

**Kidsong Program
(Hillsong Conference)
attendance**

2,298
(2014: 2,309)

**Summer
camps attendance
(662 children &
106 leaders)**

768
(2014: 534)

**Children's Programs
weekly attendance**

5,085
(2014: 4,840)

**Kidsfest Day
Conference**

2,031
(2014: 1,328)

Childcare Centres

We operate childcare centres in Baulkham Hills, Sydney and Mt Gravatt, Brisbane. In 2015 we had 200 children enrolled across both states. The Baulkham Hills Shire Council presented the Hillsong Childcare Centre with the 2015 Sydney Hills Award for Community Contribution. The Australian Children's Education and Care Quality Authority (ACECQA) have assessed and rated both Baulkham Hills and Mt Gravatt Childcare centres who achieved an 'exceeding rating'.

Kids Curriculum

Hillsong Church creates relevant and engaging Children's Ministry Curriculum designed to inspire faith and engage children in the story of Jesus Christ. Each curriculum includes multimedia teaching, quiz review segments, music tracks and videos, Bible verse videos, leader's guides, small group discussion, crafts and activities. In 2015 we released our seventh curriculum titled, 'Head, Heart & Hands'.

YouTube Channel

Our Hillsong Kids YouTube channel ([youtube.com/hillsongkids](https://www.youtube.com/hillsongkids)) is aimed at equipping parents and children's pastors with tools and creative ideas to enhance learning. Our channel was also included on the YouTube for Kids app alongside major entertainment brands.



In 2015, our YouTube content was viewed over 3 million times with 25,000 subscribers



Events

Hillsong Kids hosts a number of events throughout the year, which are open to the church and broader community. These events are designed to offer safe, fun and healthy environments allowing kids to be kids.

School Holiday Programs

A one-week, faith-based school holiday program for ages Kindergarten to Grade 6.

KidsFest

A one-day event for children from 3 years old to Grade 6, which is packed with faith-inspiring music, a positive faith-based message, festival rides and food.

Kidsong

A week-long, all ages kids event run in conjunction with our annual Hillsong Conference includes games, opportunity to develop friendships, faith-inspiring music and a message that engages children with the story of Jesus.

Summer Camps

Held during the summer holidays for children aged 7-12. These camps consist of fun outdoor activities designed to foster friendships through faith-based programs.

Child Safety

Hillsong Church is committed to the safety, protection and wellbeing of all children and young people in our care.

Hillsong Church has policies in place for the protection of children and young people which encompasses training and education of staff, volunteers, church members and parents on dealing with all forms of child abuse, and strategies to minimise the risk of abuse from occurring within the ministries of the church.

We also work closely with government agencies with regard to Working with Children Checks, child protection best practice training, and when abuse against a child or young person is disclosed or suspected.

In 2015 we established the Child Safety Team and launched a new and improved online recruitment and screening system to effectively manage the process for anyone who works with children and young people.



Royal Commission Case Study 2015

In October 2014, hearings were held by the Royal Commission into Institutional Responses to Child Sexual Abuse. Hillsong Church fully supported the inquiry and assisted in ensuring that a thorough investigation was possible.

Hillsong Church has always been committed to providing a safe environment for children and young people. Since the release of the findings, we have implemented a number of initiatives to support the church's overall approach to child protection.

Our hope and prayer is that the Royal Commission will help bring support and peace to those who have been abused, and that there will be an improvement in the way community organisations deal with abuse allegations.

Contact us

Get in contact with the Child Safety Team at child.safety@hillsong.com

Using the new recruitment and screening process in 2015 the Child Safety Office processed:

- 2,621 New applications
- 4,369 Reference checks
- 2,626 Government agency verifications

Child Safety staff engaged in training and events during 2015 which include:

- National Council of Churches in Australia, Safe as Churches? Conference
- Australian Christian Churches Child Safe Presenter Workshop Training



Youth Programs
Weekly Attendance
2,354

Summer Camps
3,809

Young & Free
Youth Conference
3,768

Youth

Mission Australia's 2015 Youth Survey indicates that the top personal concerns for young people are coping with stress, school or study problems and body image, and proposes that work needs to continue to be done to ensure the mental health and wellbeing of young people is addressed.⁴

On a broader scale, a key focus in 2015 was the issue of youth homelessness. Currently over 44,000 Australian Youth (24 years and under) are experiencing homelessness with 6% of those sleeping rough on the streets.

Hillsong Youth

Hillsong Youth continues to create safe and vibrant programs for young people aged 12-25 to grow in their faith, build resilience, develop healthy relationships, develop self-esteem and be equipped whilst having fun. Various community volunteering, leadership and mentoring initiatives provide a platform for young people to learn invaluable life skills such as empathy,

collaboration, conflict resolution, stress management, leadership, resourcefulness and more. Weekly Hillsong Youth initiatives include:

Friday Night Youth Programs: aim to create consistent, fun, positive drug and alcohol free environments where youth can gather, learn and be encouraged to make positive decisions.

Mid-Week Connections: provide support and encouragement from a biblical perspective in small groups.

Support & Crisis Care: includes crisis intervention, hospital visitation, facilitating referrals to psychologists, counselling and other health services, family reconciliation support and trauma/grief support.

Students reached each week through HYS
1,020

Average number of students reached each week through Shine & Strength
250



Hillsong Youth Services (HYS)

Hillsong Youth Services (HYS) seeks to provide services through schools and the wider community which help to engage and empower young people to live life to their full potential. HYS also aims to raise social awareness of evolving issues that impact the youth of this nation and to mobilise them to be part of the solution. Our HYS team is an extension of Hillsong Youth, and formally operates under the banner of Hillsong CityCare.

In 2015, our HYS program received \$147,876.28, which enabled us to employ two full time youth workers and fund the operations within the local government area (LGA) of Blacktown and Baulkham Hills area. HYS also operates in five other schools in New South Wales and 24 schools in Queensland that are CityCare funded.

2015 HYS 'Young & Free' Initiatives

HYS 1000 Week

An awareness week to support youth facing social isolation. We engaged with 1,758 vulnerable young people through activities including; sports programs, ESL classes, lunch time groups, Scripture classes, Shine and Strength programs, String Movement programs and food programs.

Take Love Campaign

Our 2015 Young & Free Conference partnered with Anglicare through the Take Love clothing drive to raise awareness about youth homelessness in Australia.



"The 6 week Strength and Shine programs have been offered at Glenwood High School once a week for about eight years now. Post-program surveys indicate that students enjoy discussing teen issues with the young HYS volunteers. The sessions are supervised by classroom teachers who have reported that some of the sessions are useful for follow up conversations regarding gender and stereotypes. As the head teacher overseeing the program, I am very happy with the feedback I receive from the students who participate in it."

- Radha Achar, Head Teacher, Student Welfare, Glenwood High Public School

Shine and Strength

Shine and Strength are personal development programs and group mentoring tools. In 2015, Shine and Strength reached an average of 250 students weekly. 1,822 students completed Shine and Strength courses and 1,422 students attended 'Taste of Shine' Events and seminars.

Salvation Army Oasis Youth Homeless Shelter

In 2015, through a weekly partnership with the Salvation Army, we donated Christmas hampers for all the residents and volunteered at their 'Youth Homelessness Matters Day' where we hosted a BBQ and engaged residents in sports and social activities.



Food Pantry Project in the Gold Coast

With the support of Foodbank Queensland, we established food pantries in local schools and prioritised breakfast and lunchtime food programs for children missing meals due to financial situations in their homes.

The Couch Project

At our 2015 Encounter Conference we partnered with The Salvation Army's 'Couch Project' to raise awareness of youth homelessness by encouraging youth to sleep on their couch for the duration of the conference to experience what it is like to be a couch surfer. We raised \$14,839 to help 15 homeless young people have resources to finish school, attain their driver's license and find employment.

"The Salvation Army would like to thank Hillsong Youth for their generous support of The Couch Project. Money raised at the Encounter events will remain in the community from which it was generously donated and will be used to support the Salvation Army's youth education programs. Hillsong has a long standing connection with The Salvation Army and The Salvation Army has been blessed by Hillsong's support of various initiatives."

- **Andrew Hill (Community Fundraising Director)** and **Jessica Lucas (Community Fundraising Coordinator)**



String Movement

We partnered with 'R U OKAY' Day and the National Day of Action against Bullying and Violence, to raise awareness and to disarm bullying in our community.

"Working alongside disengaged kids through the Eels Educate Classroom we have incorporated The String Movement into our session on bullying through our 'Rise Above' program... At first I was skeptical as to how students would respond as the kids that we were working with were themselves 'the bullies' but it was incredible to see them engage with the program, the facts and realities of bullying itself and what was most powerful was to see the moment where they realised they could have been the cause of that and want to change..."

- **Melanie Crinion, Head of Eels Educate, Parramatta Eels Rugby Club**



The String Movement

"You who are young, be happy while you are young, and let your heart give you joy in the days of your youth."

- **Ecclesiastes 11.9 (NIV)**





Sisterhood United attendance in November 2015
6,640

Average Weekly Attendance
2,129
(2014: 1,963)

New Sisterhood location launched at
The Gold Coast

1,043 Women joined a global walk to raise awareness of human trafficking with The A21 Campaign
(2014: 868)

Women

As stated by UN Women, when you invest in women, you invest in whole communities.⁵ The health and wellbeing of women therefore impacts greatly on our communities and, undeniably, our nation.

According to the most recent Australian National Women's Health policy, the complexity of a woman's social experience plays a key part in their overall health and wellbeing.

At Hillsong Church we continue to take a strong stance in the wellbeing and equality of women regardless of culture, age, social standing, or religious beliefs and through our initiatives, we endeavour to build a community where women can find the spiritual and physical support they may need as they navigate through life.

Hillsong Sisterhood

The Hillsong Sisterhood is a movement of everyday women of all ages, like-minded in their faith in Jesus Christ, who gather weekly, united in friendship and cause. Our aim is to place value on all women, advocate awareness of issues and mobilise them to take action and help those who are vulnerable across the globe.

“Women and girls make up more than half the world’s population – and they are on the frontlines – often more deeply impacted than men and boys by poverty, climate change, food insecurity, lack of healthcare, and global economic crises. Their contributions and leadership are central to finding a solution.”⁶

- UN Women

2015 Sisterhood Initiatives

- Weekly Sisterhood meetings where women experience a faith-filled environment with a practical message that builds hope, encouragement and resilience. Our theme in 2015 was 'Brave Women Run In My Family'
- Weekly connection in Sisterhood small groups that encourages peer support
- A variety of life skills workshops and masterclasses that equip women to deal with specific stages of life (e.g. parenting)
- The annual Colour Conference for women with both a national and global reach, the primary aim of which is to gather, equip and mobilise women to invest in positive ways in their local communities
- Annual Breast Cancer Awareness events that honour cancer patients and their families, highlight the need, and encourage simple ways women can help meet these needs
- Shine programs developed to build value and identity into young women and throughout Australia (refer to our Local Community Services section for further details)

2015 Benevolent Initiatives

- 1,043 women participated in the October 'Walk for Freedom' to raise awareness of human trafficking and the work the A21 Campaign is doing to bring solution to this issue
- Our Brisbane Sisterhood team make regular visitations to a local Drug and Alcohol unit with pamper activities, morning and/or afternoon teas and gifts. Throughout the year many of the women have in turn visited our weekly program and made social connections with the Hillsong Sisterhood community
- 'Be the Change' mornings provide opportunities for women to donate time, skills and/or finances to local community groups, not-for-profit organisations and individuals in need



500+ GIFTS & HAMPERS PACKED FOR VARIOUS SOCIAL GROUPS



4 MORNING TEAS ACROSS CAMPUSES WITH 150+ COMMUNITY MEMBERS INVOLVED



THE AIM OF COLOUR CONFERENCE IS TO GATHER, EQUIP AND MOBILISE WOMEN TO INVEST IN POSITIVE WAYS IN THEIR LOCAL COMMUNITIES



75+ LETTERS written for Voice of the **MARTYRS**



250+ PEOPLE JOINING

LIFE SKILLS WORKSHOPS I.E. PREGNANT & PAMPARED, SLEEPING/FEEDING ADVICE



HOMES, HOSPITALS & NURSING HOMES WERE VISITED BY PASTORAL CARE FOR CLEANING, GARDENING & SOCIAL VISITS



Lisa's Story

As a young 17-year-old Lisa, together with her family, made the journey from her home in Belfast, Northern Ireland to Perth. Lisa eventually moved to Brisbane where she became a Christian and attended Bible College.

"I was in a transitional time of my life when I first attended Hillsong Church, Brisbane. But I knew this is where I was meant to be. My journey has been one of faith for healing and trusting God."

In June 2002, Lisa was diagnosed with Guillain-Barré syndrome - a severely debilitating autoimmune condition causing nerve inflammation which left her partially paraplegic. After much therapy and little progress, doctors told Lisa that she might never walk again.

"The weight of what they told me was so heavy. My life flashed before my eyes - all the things I may never do again. It was in that moment that I felt God say to me 'Well, what are you going to believe, me or a bad report?' I felt a shift within me and I never looked back."

It was a slow and gradual process, but eventually Lisa regained her ability to walk. Throughout her journey with Guillain-Barre syndrome, Lisa found support in her best friend who took care of her and in her church that prayed with, visited and counselled her. Both were a constant source of encouragement, strengthening her faith to believe that the future was good.

Lisa has now been attending Hillsong Church for six years, and is currently on staff overseeing CityCare Brisbane's community projects.

Through Brisbane CityCare, Lisa works alongside Mission Australia caring for families being monitored and supported by Child Protection Services. Many of these families are at risk of having or have had children relocated to foster homes for care.

Lisa helps these families by equipping them with skills to continue to live independently and also supports them during times of crises offering practical or emotional support.

"Many people don't have a good home. They don't have peace, encouragement, love or acceptance. I love our church and how it creates an atmosphere of home for people, and seeks to place value and dignity back in the lives of people through serving them."

Lisa and her team worked alongside the Mission Australia Active Intervention team that cares for families that are at risk of having or have had children relocated to foster homes for care. In 2015, Lisa received the Mission Australia Child Friendly Excellence Award in 2015 for valuable contribution to families and children in the Inala and Ipswich region in QLD.





Men

In 2014, The Men's Social Connectedness (MSC) report, funded by BeyondBlue, found that by 20 years of age, Australian men increasingly find themselves lonely and disconnected.

It is this culture of silence and isolation that breeds high levels of psychological stress in men, which in turn leads to a higher propensity toward depression and suicide. The MSC report proposes that building resilience in men will help encourage satisfying relationships and protect against psychological distress.⁷

Hillsong Men seeks to create an opportunity where men of all ages can gather in faith-filled environments; in small group settings, mid-week meetings and annual events for practical messages and social connection.

In recent years, it has become increasingly clear that Domestic and Family Violence (DFV) is one of the most urgent issues in Australia today.⁸ At the 2015 Men's Event, held in Sydney and Brisbane, and in partnership with Hillsong CityCare and the State Police, we endeavoured to raise awareness of the complexities surrounding DFV and educate the men of the significant role that they can play in the fight against DFV in our nation.

5,495
Men's Event 2015
attendance across
Australia

Support for those unemployed

We hold a weekly early morning gathering specifically for people in our community who need prayer and practical support through their job search journey – thus reducing the pressure and isolation one may feel during such a stressful time.

Strength

Strength is a nationally accredited program run by Hillsong CityCare, and aims to build significance, resilience and courage within these young men so they are equipped to make the decisions and form the relationships that will positively impact their futures. Strength is a nationally endorsed program by the Institute of Group Leaders (IGL) in Australia.



Strength is a nationally endorsed program by the Institute of Group Leaders (IGL) in Australia.

ONE80TC

We continue our long-standing support of ONE80TC, a men's drug and alcohol rehabilitation centre. Its mission is to restore these men by breaking the cycle of addiction and rebuilding positivity, responsibility and trust in their lives. As part of the organisation's commitment to foster healthy and lasting community, residents of ONE80TC attend Hillsong Church with ONE80TC staff members on the weekends.

In 2016, ONE80TC has a vision to open its doors to include women with the launch of a Women's Drug & Alcohol Addiction Centre.





Seniors

Australia's population is ageing, with the number of Australians aged 65 and over expected to increase from around 2.5 million in 2002 to approximately 6.2 million by 2042.⁹

With a large portion of our population entering this stage of life, it is so important we understand their particular needs.

Hillsong Church believes that a community is only healthy and thriving when all its generations find their place. As such, we value the contribution of the older generations within our church who add wisdom and leadership, being positive role models and generously giving up their time to volunteer in our community programs.

Our programs endeavour to provide meaningful activities, opportunities to connect through church and community initiatives including:

Monthly meetings

Faith-based gatherings aimed at building positive social integration, community engagement and opportunities for personal support.

Social activities

Knitting groups, prayer groups, walking groups, craft activities and Bible studies.

Volunteer opportunities

Weekend service roles, scripture teaching, hospital visitations, mentoring troubled youth and young adults and other various community programs.

OUR SENIORS KNITTING GROUP MADE A TOTAL OF
1,601 KNITTED ITEMS



(blankets, booties, beanies, bears and crochet headbands)

AS DONATIONS TO VARIOUS ORGANISATIONS INCLUDING WESTMEAD CHILDREN'S HOSPITAL, WESTMEAD ONCOLOGY WARD, SAMARITAN'S PURSE AND A MISSION IN ALICE SPRINGS.

ONE80TC

Each year, we organise for our Seniors community to connect with ONE80TC - a men's residential alcohol and drugs rehabilitation centre - where they share morning tea, and encourage each other as they exchange life stories.

"The 'Young at Heart' annual visit to ONE80TC is a highlight for the young men in the program. The wisdom and fellowship that comes from the group is received with open arms, as the soft touch of the grandparents voice is a sound the men are familiar with. The group share a meal and a small Chapel service and leave here just as encouraged as the men do." - Troy Kitto, ONE80TC Drug & Alcohol Rehabilitation

Visitation and Care

An article by the Australian Ageing Agenda highlights that effective spiritual care has shown to improve quality of life and reduce depression within older people.¹⁰ With that in mind, a key service we provide for our Young at Heart age group is pastoral care and practical support including services such as transportation, hospital and home visitations and meals.



Pastoral Care

Australia's population now exceeds 24 million people¹¹, and with a growing population there are increasing needs across our communities.

Our Pastoral Care teams comprise of dedicated people including pastors, trained counsellors and volunteers who respond to the needs of individuals in the community as they arise. These include those facing issues with relationships, physical and mental health, trauma and people in crisis care.

Once involved, the Pastoral Care team will assess the situation, propose an action plan and allocate the appropriate resources.

Some examples of responses include:

- Marriage support
- Integration in community support programs
- Counselling
- Referral to health care professionals or government agencies
- Educational resources
- Providing meals

- Hospital & home visits
- Phone call support
- Transport to appointments
- Practical home help (cleaning & gardening etc.)

“Come to me, all who labour and are heavy laden, and I will give you rest”

- Matthew 11.28 (ESV)

Training

To ensure our Pastoral Care team are well equipped to support those in need, ongoing training is provided.

This year, we provided the following training courses:

- Domestic & Family Violence (DFV) Incidence (see 'Local Community Services' section for more information)
- Mental Health First Aid (MHFA)
- Gottman Training: a recognised training course by The Relationship Institute, Australasia






OUR PASTORAL CARE TEAM PROVIDE PRACTICAL ASSISTANCE, SUPPORT AND PRAYER TO 1,000 PEOPLE EACH WEEK

VOLUNTEER PASTORS
CONTRIBUTE THEIR TIME TO OUR PASTORAL CARE TEAM THROUGH PHONE CALL SUPPORT, PRAYER, HOSPITAL AND HOME VISITS, PRACTICAL HOME HELP, PREPARING MEALS AND MORE


TOP 3 AREAS
ADDRESSED BY OUR PASTORAL CARE TEAM IN 2015

1




LIFE SKILLS

2

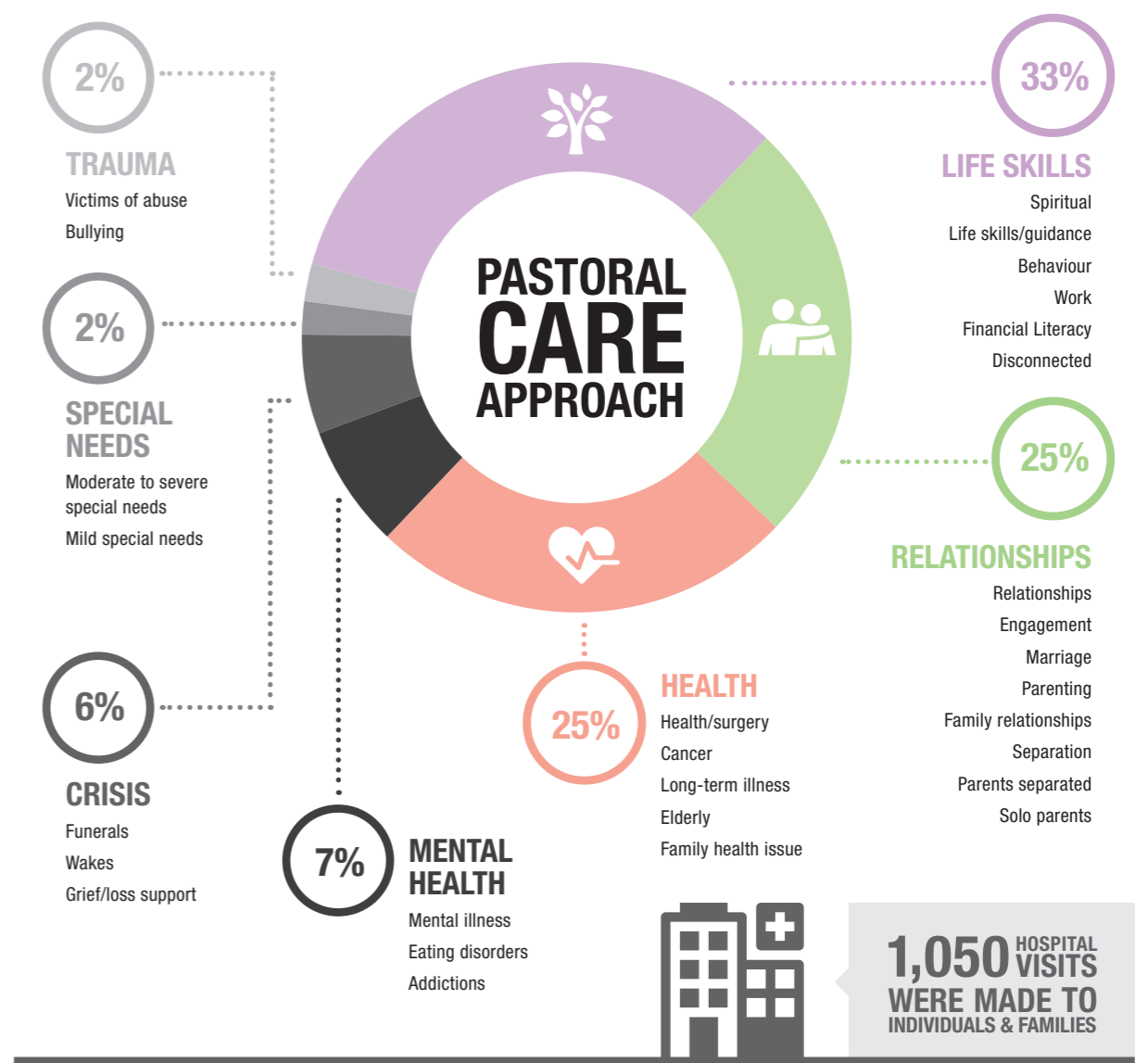


RELATIONSHIPS

3



HEALTH



1,050 HOSPITAL VISITS WERE MADE TO INDIVIDUALS & FAMILIES

ON AVERAGE OUR PASTORAL CARE TEAM MAKES

154 VISITS

328 ONSITE APPOINTMENTS

183 CALLS

PER WEEK



Over
910,000
people attended
live worship
events in 2015

Hillsong Worship
received a Dove
Award for 'No
Other Name
(Live At Hillsong
Conference) –
Long Form Video
of the Year'

Creative Arts

Creativity and innovation are part of the DNA of Hillsong Church. This is apparent in almost every aspect of the church. The increasing global community of Hillsong Church benefit greatly from their access to international relationships and collaborations through local church expressions in different cultures and in significant cities, international conferences, an International Leadership College, Hillsong Music, Hillsong Television, global networks and partnerships, and a growing online presence.

Christian Worship

At the heart of every song written for Hillsong Music is the desire to provide biblical truths penned to contemporary-styled music, both for everyday ordinary people to use in their personal devotion and corporately in local churches.

Worship music written by Hillsong songwriters continues to be sung widely, in over 100 countries and 56 denominations. Whilst this has been a great resource for local churches around the world, it has also become a financial resource for our church and funds the work that we do, in particular the acquisition of church facilities of which is a major need for our rapidly growing congregations across Australia.

Hillsong Albums

Albums released in 2015:

- Hillsong United "Empires"
- Hillsong Worship "Open Heaven / River Wild"
- Hillsong En Español "En Esto Creo"
- Hillsong Young & Free "We Are Young & Free (The Remixes) / EP"

Hillsong UNITED

Hillsong UNITED finished 2015 rated as the top Christian artist on the Billboard charts.¹² Songs like, 'Oceans (Where Feet May Fail)' and 'Touch the Sky', continued to score titles on Christian charts which brought in nominations for American Music Awards, Billboard Music Awards and Dove Awards of which they won the Billboard Music Award: Top Christian Artist for their song, 'Touch the Sky'.

In 2015, Hillsong UNITED were part of the 'Outcry 2015' tour and Motion Conference in the USA. They also held live worship concerts in venues and arenas around the world including Central Park in New York City; Club Nokia in Los Angeles, USA; Chow Patty Beach in Mumbai, India; The Star Performing Arts Centre in Singapore; Kasablanca Hall in Jakarta, Indonesia and the O2 Arena in London, UK.

Young & Free (Y&F)

Hillsong Y&F was birthed out of our youth group based in Sydney, Australia. It seeks to create a sound that both reflects the health and vibrancy of our youth ministry, and connects the hope and truth of the Bible in ways that speak to the younger generations.

In 2015, Y&F toured New Zealand, Japan, United States, Canada, Holland, Germany, Slovakia and Switzerland, with a combined attendance of 126,457 young people.

"...I asked my 17 year-old son what he thought of the This is Living Y&F Album, and he loved it. These songs appeal to all ages, the young in age and the young at heart. Y&F's prayer for these songs is that they 'Might provide an entry point whereby hearts awaken to the light of Christ, captives are set free, and the name of Jesus is made known'."

– 'All About Worship' by Barry Westman (3 February 2015)

"Worship music is the only music genre that has hundreds of millions of people around the world gather together every week to actively participate in this creative expression... Hillsong has been a frontrunner in facilitating this type of expression globally... Hillsong's songs are created from within a worship environment and, as a result, Hillsong has an immediate connectivity with hundreds of millions of worshippers every week."

– Howard Rachinski, Chairman/Founder, Christian Copyright Licensing International (CCLI)

Hillsong Worship

As part of our desire to bring freedom of worship to different cultures, Hillsong Worship holds live worship events globally. These events create opportunities for Christian worship and allow space for people to experience the love and hope of Jesus Christ.

There were over 910,000 in attendance at live worship events with Hillsong UNITED, Y&F, Live Love Lead Tour, Hillsong Worship, Hillsong Conference and Colour Conference. These live worship events were located through Asia, Europe, North and Central America and Australia/Oceania.

"I see a church that is constantly innovative: A church that leads the communication of a timeless message through media, film, and technology"

- Brian Houston, The Church I Now See (2014)

Uganda

Hannah Hobbs

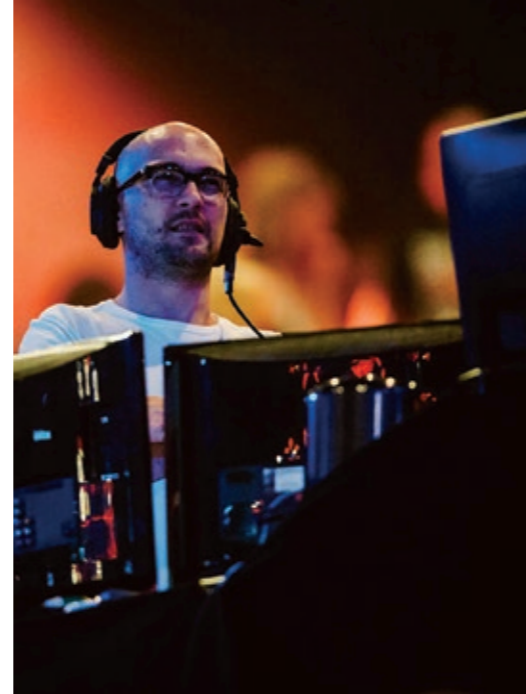
"In May 2015 I was honoured to be in Uganda. We spent five days staying in the Suubi village with some of the most beautiful and generous young people I have ever met. Being in a completely different culture and seeing the reach that our worship songs have was very special. I was walking from the church to my house one evening and a child walked past me singing, "Calvary covers it all" at the top of his lungs as he made his way home.

One of my many highlights from this trip was our final weekend in Kampala. I was leading the song Matt Crocker and I had written; "Thank You Jesus". I have never really heard anything like it. So much passion. People were singing so loud that our front of house engineer Wayne struggled to get the PA loud enough to be heard. The reach of our church songs stretches all the way to a packed (non-air conditioned) church in Kampala, Uganda."

We aim to keep our music relevant to all ages, continuing to write songs for children, youth and beyond.



Hillsong music is but one expression of Christian worship. Its reach continues to extend across a myriad of different people groups and church contexts, connecting them to the hope and joy found in Jesus Christ.



Hillsong Channel

In late 2015, Matthew Crouch, President of Trinity Broadcasting Network (TBN) offered the opportunity for Hillsong to partner with them to launch a 24-hour Ministry Network called, 'The Hillsong Channel', broadcasting 24 hours a day, 7 days a week to over 65 million homes in the United States, 40 million homes across Europe and online across the globe. The network launched on the 1st of June 2016 with transforming messages of Jesus Christ including engaging teaching and preaching and passionate worship.

The Hillsong Channel team is working tirelessly to produce a diverse range of programming which draws from our church services, international conferences, The Sisterhood, Hillsong Kids, Young & Free, Hillsong Worship, and much more.

Hillsong Media & Performing Arts Inc. is included on the Ministry for the Arts Register of Cultural Organisations. It was established in 2002 to encourage community engagement into the breadth of creativity within the arts and is recognised by the ACNC as a charity for that purpose.

The Hillsong Movie

It is estimated that on any given Sunday tens of millions of people around the world are singing the music of Hillsong UNITED. This home-grown Aussie band regularly performs to sold-out stadiums around the globe. The 16 million albums that have been sold enable the church to support both local and worldwide ministry activities including; youth mentoring, church planting, leadership training and new facilities. Hillsong UNITED caught the attention of Hollywood producers Jonathan Bock and Matthew Weaver who made a movie, directed by Michael John Warren, which documents the journey of our church and Hillsong United's 2015 'Let Hope Rise' tour. The movie is to be released in 2016.



YouTube

Top 10 countries that watched our content on Youtube: USA, Philippines, Brazil, Mexico, Colombia, United Kingdom, Canada, Argentina, Peru, Australia

Most watched videos of our YouTube content are "I Surrender", and "Oceans (Where Feet May Fail)"

Hillsong Film, TV & Media

A total of 286 staff and volunteers are involved in film, TV and media each week through weekend church services and mid-week activities.

Through both weekend and mid-week activities, teams become a training ground for the sharpening of skill sets for individuals to gain hands-on experience within this industry. Roles such as producing, live directing, IMAG, camera operating, CCU and broadcast technicians are the types of roles our staff and volunteers are becoming well equipped in.

In addition, a large team give of their time and expertise to create the program, Hillsong TV, which has been airing in Australia since 1996. Each week it is viewed by multiplied millions of people in almost every country in the world (See 'Missions').

Amplified Arts Academy

As Hillsong Performing Arts Academy entered its 18th year, it was given fresh life and direction as it changed its name to 'Amplified Arts Academy'.

We believe that every person should have the opportunity to explore their passion in the arts. We offer weekly classes in dance, drama, vocals and music and cater for all age groups. Community involvement in 2015 included local competitions, dance festivals and an end of year concert. 117 students were enrolled in the academy in 2015.

Hillsong International Leadership College Creative Stream

Hillsong International Leadership College (HILC) includes several Creative Streams: Dance, Production, TV & Media and Worship Music. Students come from all over the world to study in an environment where they will receive practical vocational training and experience at two Sydney-based campuses.

In 2015, a team from HILC joined the Hillsong Worship Tour team for Worship nights across major Asian cities such as Seoul in South Korea, Jakarta in Indonesia, Kuala Lumpur in Malaysia, Manila in the Philippines, and Singapore.

Christmas Spectacular

Hillsong Creative also produces a community Christmas Spectacular that is shown in Brisbane, Sydney and Melbourne each year. For many people in our community, the Christmas Spectacular has become an important part of their Christmas tradition.

In 2015 we had 23 performances, over 1,410 organisation hours, 448 hours of rehearsals and a cast and crew of over 600 people.



Our songs are translated and sung in 100 foreign languages

In 2015, over 1,000 short films were produced

In the USA, 18 songs of the top 100 worship songs sung in churches of all denominations were written by Hillsong songwriters¹³

57,884 people attended the Christmas Spectacular show (2014: 39,848)



Conferences

Hillsong Conference

Hillsong Conference is an interdenominational Christian leadership conference geared towards championing the cause of local churches everywhere by investing into leaders; encouraging them in their faith and equipping them through teaching and providing practical tools.

This conference runs in conjunction with our two age-specific conferences, Kidsong for children in Kindergarten to Grade 6, and Hillsong Young & Free for young people in grades 7-12 at school.

Reverend James & Helen Hall

Nambour Anglican Church, QLD

I am an Anglican priest and my wife Helen and I minister together. We have been part of the Hillsong Network for around four years now. We both have been blown away by how God has blessed us through the ministry of Hillsong Church and specifically the Leadership Network (which runs concurrently) with Hillsong Conference. We have had countless conversations with other senior leaders that have been a real blessing. To be able to encourage other ministers in their ministry and be encouraged yourself is a very powerful thing.

Senior Pastors Dave & Kerrie Crocker

Penrith Church of Christ, NSW

Sometimes managing the day-to-day challenges of church life can take its toll spiritually; but for me, also creatively. I need opportunities to 'climb the tree' to get a different perspective, to see things in a fresh light. That is what Hillsong Conference is for me. It refreshes my soul and allows me space to creatively examine what I do in an environment charged with the presence of God. As a result... our church takes steps forward; our people are blessed and our community empowered.



Over
23,000
in attendance
representing
19 denominations
& 56 countries

Over
50,000
children sponsored
through our
partnership with
Compassion
since 1998

Senior Pastors Dale and Edi Stephenson

Crossway Baptist Church, VIC

There are few environments that build our faith like the Hillsong Conference. Something happens within us that positions us to lead better for the glory of God. There is so much practical teaching and great relational connection too. The culture of servanthood and encouragement is infectious. We come back home with a desire to preach better, lead better, extend faith further and worship Jesus more freely as a result.

Lead Minister Stu Cameron

Newlife Uniting Church, QLD

Hillsong Conference has become a non-negotiable part of our leadership development program. Every year at conference our key staff and leaders are challenged, stretched, inspired and equipped to live out our vision to see 'more people, more like Jesus.'

"I see a church that champions the cause of local churches everywhere; encouraging them to be all that God has called them to be."

– Brian Houston, *The Church I Now See*

Colour Conference

The Colour Conference is a gathering of everyday women, seeking to create a stance for justice, change and influence. It is a conference that is humanitarian at its core and seeks to gather, equip and mobilise women of all ages, backgrounds and cultures to contribute in bringing a solution to pressing needs that are both local and global.

Gather

In 2015, two Colour Conferences were held in Sydney; in the Qantas Credit Union Arena and at the Hillsong Convention Centre.

Equip

Through practical panel-style sessions, we create awareness about and deliberate over strategies concerning humanitarian issues both local and global.

Mobilise

We believe that awareness comes with responsibility, and our hope is that women who attend the conference will leave not just aware of the needs of humanity, but find their part to play in bringing solution to needs in their local communities, nations and beyond.



Colour Conference Local Impact

Women of the conference are invited to be involved in Local Impact initiatives which focus on helping to meet the needs of people in the communities where Colour Conference is held. In 2015 over 6,000 items were donated creating 420 welcome packs which were distributed through;

- Kelly's Cottages, North Parramatta
- Samaritan House, Surry Hills
- Mount Druitt Family Violence Service
- PCYC in the City of Sydney
- WAGEC, Redfern
- DV Service, Richmond
- DV Centre, Doonside

Colour Conference Global Impact

The Global Impact initiatives focus on humanitarian needs beyond our borders. Through what are called 500 Projects (visit the coloursisterhood.com for further details), the following initiatives were supported last year through working with our 500 Project Partners:

- World Vision
- ACCIR
- The Hamlin Foundation
- She Rescue
- The A21 Campaign
- Hillsong Africa Foundation
- Compassion
- Watoto
- The String Movement
- Shine

More information on these projects can be found in our 'Overseas Aid & Development' section.



Over
18,000
in attendance
representing
19 denominations
& 28 countries





Missions

Hillsong Church is committed to share the love and hope only Christ can bring to impossible situations. We have a mandate to do what we can, to bring help and solution to the needs of our world.

It is through missions programs that the message of the gospel reaches people across the globe that, due to their location or circumstance, may never enter through the doors of our church.

These missions endeavours are as diverse as the people they reach. They include supporting missionaries living amongst people in remote parts of Asia; producing Hillsong Television which airs in homes in over 190 countries; Chaplains, who serve our Australian sporting communities and Church planting, which builds communities of support across the globe.

Church Plants

The heart behind extending our reach continues to be fuelled by a love for people and a passion for the message of Jesus Christ. We provided financial support for the launch of Hillsong Zurich, Switzerland as well as continued support to Hillsong churches in Los Angeles, Amsterdam, Kiev, Copenhagen, Barcelona, Moscow, Stockholm, South Africa and New York City.

The Hillsong Leadership Network

The Hillsong Leadership Network exists to support and equip local church leaders by facilitating peer networks and resources, which fosters leadership development and church growth. In 2015 the Hillsong Leadership Network invested into 310 individual churches. This was achieved through lunch connections, gatherings during major conferences, Google Hangouts, and specialised onsite events such as a Hillsong Open House (where church leaders can gain insight into the daily operations and facilities of the church) which were attended by 316 pastors from 69 churches.

More than 2,200 church leaders subscribed to receive online teaching materials and other resources from the Hillsong Leadership Network in 2015.

The Hillsong Leadership Network sent a team to Singapore, Jakarta, Kuala Lumpur, Chiang Mai, Phnom Penh, Vientiane, Hong Kong, Shanghai, Seoul and Manila. The training gave practical tools to over 800 leaders.

Missionaries

In 2015, we supported missionaries in Georgia, Kazakhstan, Congo, South East Asia and Eastern Europe, providing financial, relational and spiritual support.

“Hillsong has had a significant impact on our ministry here in South East Asia through the worship, culture, healthy church indicators and the focus on the local church. There are so many positive things, which have inspired us and helped us to grow the church. The young people here (and there are millions of them) just ‘get it and love it.’ Wherever we travel in Asia, people have been inspired and impacted by the Hillsong Family. The partnership with Hillsong Aid and Development Australia has also been very productive – doing many community projects in so many different and sometimes very remote settings.

Thanks Pastors Brian and Bobbie and all the Hillsong team for your input into South East Asia over many years!”

– Bruce and Raja Nugent, 25 years in Asia

Chaplaincy

We provide financial support, oversight and/or resources to a number of Sports Chaplains who work with sporting clubs and players to foster healthy communities.

Pastoral care services these chaplains provide include counselling through crisis, relational stress as well as loss and grief. Chaplains also support players dealing with drug and alcohol issues and assist with employment planning.

In 2015, Chaplains who were either employed or supported by Hillsong Church served the following clubs and associates:

- The Parramatta Eels
- Newcastle Knights
- Penrith Panthers
- NRL Welfare Department
- NSW Waratahs
- Rugby Union Players Association
- Eastern Creek Motor Cross
- Sydney University Elite Sporting Program

Youth Alive

Youth Alive is a national interdenominational Christian organisation that is dedicated to resourcing young Australians with a Christ-centred message, to equip them to make positive life choices whilst navigating the social pressures they face.

In 2015, we provided financial support, as well as the use of our facilities, to host a number of their annual events including leadership training and youth gatherings. We were thrilled to partner with Youth Alive as their leadership and training events saw close to 800 young leaders attend from 35 churches across NSW, with over 12,000 young people attending.

Hillsong TV

Hillsong TV is a television program including contemporary Christian worship and teaching by Pastor Brian Houston. Hillsong TV reaches viewers in the convenience of their homes with positive bible-based life principles.

Hillsong TV airs on over 36 networks globally, and in 2015 we commenced additional networks including one of India’s largest entertainment networks - Sony TV AXN India and Sony TV India - with all programs translated into Hindi. Nationally, we continue to broadcast across networks such as Network 10, Southern Cross 10, ACC, Daystar and God TV.





Education

Hillsong Church believes in training, equipping and empowering people in all stages of life. We recognise the significant role that education plays, both in broadening an individual's personal and social capacity, and in the increased value-add an educated individual brings to their workplace, community and ultimately their nation.

Be it in early development of young children, classes on foundational Biblical truths, vocational courses or assisting individuals and families through programs that offer practical life skills, the importance we place on education and development permeates all that we do.

Hillsong International Leadership College (HILC)

Vocational Ministry Training

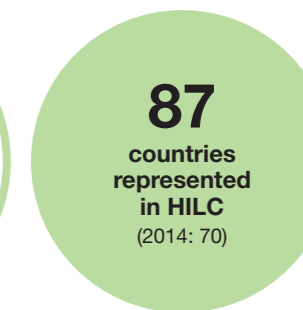
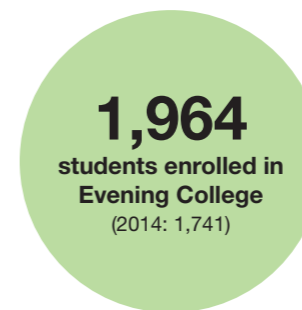
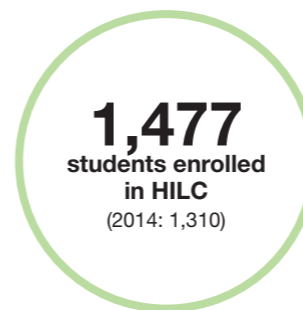
HILC is a registered training organisation (RTO), which trains Christian leaders in vocational courses in Christian ministry such as:

- Certificate IV in Ministry
- Diploma of Ministry
- Advanced Diploma in Ministry

- HILC is a Registered Training Organisation with the Australian Skills Quality Authority (ASQA) and is an approved provider on the Commonwealth Register of Institutions and Courses for Overseas Students (CRICOS)
- Australian Christian Churches (ACC) recognises our courses as meeting the study requirements for ordination
- HILC is a member of the Australian Council for Private Education and Training (ACPET)

HILC employs a variety of teaching approaches with a heavy emphasis on learning through practical experience. Practicum, mentoring, coaching and internships are an integral feature of the academic programs. Students are able to learn both theory and practice side by side in and through the ministry departments of Hillsong Church. Its broad scope of training units includes youth, children, missions, counselling, music and the media, as well as leadership.

HILC's reputation for excellence and its well-known holistic approach to training continues to attract a large volume of foreign enrolments, with 85% of students attending from overseas.



Higher Education

Higher education is integral to the long-term success of Australia's intellectual and economic development.¹⁴ Our education program offers 'Degree level' qualifications in partnership with Alphacrucis College in Australia in the following courses:

- Bachelor of Theology (BTh)
- Bachelor of Ministry (BMin)

Students may also further their education internationally through articulation agreements with the following universities:



Evening College

Hillsong Evening College offers a broad range of courses including leadership skills, theology, marriage enhancement, finance management, parenting, divorce recovery and personal growth. These courses are available at many of our campuses and extension services across Australia.

Alpha

Alpha is a free course for anyone who might have questions about life, death, meaning, and Christianity in relation to it all. It is a non-pressured environment designed to encourage open conversation.

"AC's partnership with Hillsong continues to be a successful and valuable relationship that benefits both Alphacrucis and Hillsong. We have now been working together to equip Christian leaders for over a decade, and have seen encouraging growth, particularly over the last 12 months."

**Associate Professor,
Stephen Fogarty,
Principal and CEO
Alphacrucis College**





Local Community Services

Hillsong Church continues to engage with issues affecting the marginalised and disadvantaged communities by actively investing, connecting and working with them to find sustainable long term solutions. This is achieved largely through our community engagement framework driven by Hillsong CityCare, and is based on key principles of dignity, access, equality, participation and rights.

CityCare has a vision to see cohesive and flourishing communities. To this end, we focus on creating programs, services and projects that meet the physical, emotional, and spiritual needs of individuals; strengthen families; place the vulnerable in healthy communities and engage young people on pathways to a positive future. In so doing, we have partnered with schools, prisons, nursing homes, hospitals, shelters, detention centres, and our local neighbourhoods for over 20 years.

Hillsong CityCare Ltd is a Public Benevolent Institution recognised by the ACNC that has been caring for disadvantaged people in our community since 1987.

Hillsong's support for the work of CityCare goes well beyond \$2,509,759 donated through The Hillsong Foundation. It also includes rallying congregation members who volunteer each week in CityCare, the use of each of the 26 locations free of charge to host community focused programs, the church's platform for awareness campaigns such as DFV in 2015 and also the donation of over 100,000 items of food and toys received from the church congregation at church venues and events in 2015. The team at CityCare work hand in hand with the pastoral care teams at each of the church locations to identify and support those in need.

Hillsong Youth Services (HYS)
1,020 students were reached on a weekly basis through HYS.

Street Teams
On average 458 contacts are made on a weekly basis, offering practical and social support services across New South Wales, Queensland, Victoria, Hobart and Darwin. 4,704 volunteer opportunities were also provided through Street Teams to connect and support these local communities.

Counselling Services
408 clients received 5,061 hours of free counselling with the support of 40 volunteer counsellors across Baulkham Hills, Waterloo, St Marys and Campbelltown in Sydney and Mt Gravatt in Brisbane.

Shine & Strength
250 women graduated from Shine Women hosted at Hillsong, 1,422 students attended 'Taste of Shine' and seminar events, and 245 people were trained as Shine or Strength facilitators.

Food Storehouse
168 individuals were provided food relief and support each week through our storehouse located on the Gold Coast, and 500 food hampers delivered to people with mobility challenges in 2015.

The 'Stuff the Bus' - Christmas Appeal
103,601 individual food items and toys were donated. Our volunteers spent 12,489 volunteer hours collecting, wrapping and packing gifts which were distributed to 7,800 individuals and families facing difficult circumstances at Christmas time.

HILLSONG CITYCARE

"Be devoted to one another in love. Honour one another above yourselves."

Romans 10.12 (NIV)

Justice Projects
230 volunteers from across our Hillsong Melbourne campuses gathered to renovate their local public high school that was in dire need of an upgrade.

English as a Second Language
113 students representing more than 15 nationalities attended ESL classes each week, with the support of 12 volunteer ESL teachers and facilitators across our Sydney and Brisbane campuses.

Emergency Relief
169 individuals and families were provided with food relief assistance each week through our Emergency Relief services.

The 'Kilo of Kindness' - Easter Appeal
38,796 unique items amounting to 21,469 kilograms of non-perishable food items were received through our 2015 campaign.

Domestic Family Violence (Colour Sisterhood Local Impact)
Through Colour Conference 420 welcome packs were donated made up with over 6,000 items, delivered to a number of DFV local support services in Sydney.

Playgroups
129 children, parents and caregivers are engaged with our Playgroups each school week in NSW.

Prison Support Services
2,972 volunteer opportunities (62 weekly) for our Prisons Support and Immigration Detention Centre Services.

Hillsong Health Centre
2,812 Health Centre appointments and 1,242 Clinical Psychologist appointments were attended in 2015.

Nursing Home Visitations
On average, 64 residents are visited weekly across 9 different aged care facilities.

Counselling

Our counsellors focus on proactive, preventative measures to address areas of mental health wellbeing, relationship and grief counselling, addictions and disorders, boundaries and conflict management.

Our counselling services are provided free of charge, to help those who desperately need counselling support but are unable to pay due to financial hardship. These free counselling services are provided through professional and supervised intern counsellors. In 2015, we assisted 408 clients (2014: 346 clients). We provided 5,061 hours of free counselling to 408 clients with the support of 40 volunteer counsellors.

In addition to this free counselling service, we also offer paid professional counselling services provided by a team of highly qualified and experienced Christian Professional Counsellors.

Josephine White, our National Counselling Program Manager is currently one of six industry experts on the Industry Advisory Board of Australian Institute of Family Counselling (AIFC).

Playgroups

Hillsong CityCare Playgroup programs are registered with the NSW Playgroups Association. Playgroups are a great avenue in which to give children an opportunity to have fun, develop friendships and learn new skills. It also allows parents and caregivers to spend quality time with their children and connect with others in a safe, supportive and nurturing environment. We interact with 129 children and parents/caregivers in our local communities each week throughout the school term in NSW.

English as a Second Language (ESL)

Each week, we held ESL classes for 113 students with the support of 12 volunteer ESL teachers and facilitators, across our Sydney and Brisbane campuses.

The classes help to provide a social connection to heighten their sense of belonging and to empower them to fulfill their dreams such as study or getting a job.

In 2015 our ESL Student Attendance was 3,983 with a total of 432 volunteer hours.

“Shine and Strength are two valuable life skills programs for teenagers that have been endorsed by the Institute of Group Leaders. They are comprehensive psychoeducational group programs that support young people in the development of their identity, growth and independency.”

– **Andrew King, Chair of IGL Board and Specialist Trainer in Group Work**



Shine and Strength Programs

The Shine and Strength personal development programs aim to equip participants with a personal sense of value and along with the knowledge and skills needed to develop greater self-awareness and to foster personal growth. The programs are being utilised across Australia, Europe, South East Asia, Africa and in North and South America. Our ShineWomen curriculum has been translated into seven languages.

The Institute of Group Leaders (IGL) representing specialists in the field of group leadership has endorsed Shine as a program, which meets their criteria of quality group work practice.

External organisations who participated in facilitators training included correctional centres, schools and churches.

In 2015, 250 women graduated from our ShineWomen program hosted within Hillsong's community facilities, 1,822 students successfully completed Shine and Strength offered through schools, 1,422 students attended our Taste of Shine and seminar events and 245 people were trained as Shine or Strength facilitators.

“Shine has been a great benefit to the girls. Many of the girls have very low self-esteem and the focus Shine places on self-esteem shows through in the girls' behaviour. The Shine Ball is the most talked about event on the girls' calendar, it puts the girls in a real life social occasion that does not involve drugs or negative behaviours that many of the girls associate with social events.”

– **Michael Rumbel, Juniperina Justice Centre (Vocational Instructor-Program)**

Emergency Relief Assistance Across Australia

Across all our CityCare campuses in Australia, our emergency relief assistance continues to support individuals and families in financial or personal crisis by providing them with food hampers, food vouchers and utilities assistance. Every weekend, our campuses receive bags of non-perishable food items from church members who choose to consistently give in kindness to this program. 8,098 individuals and families were provided with food relief assistance through our Emergency Relief services (169 clients per week).

Citycare Food Storehouse

Our Storehouse, which operates on the Gold Coast, provides quality food at low cost or free and acts as a pathway for clients to access all services and programs run by CityCare. Through the expertise of our chaplains and caseworkers, we endeavour to assess an individual's circumstances and help them navigate their season of hardship. CityCare Food Storehouse provided food relief and support to 8,398 individuals and families (168 contacts weekly). We delivered 500 food hampers to people with mobility challenges.

We are thankful to Foodbank Queensland and Oz Harvest who contribute up to five tonnes of fresh fruits and vegetables and about 650 litres of milk each week. It is through working with local councils and schools that we are able to identify and assist those in need.

“Foodbank is proud to be a small part of Citycare's wonderful community work - looking after an increasing number of good Queenslanders simply doing it tough - normally through no fault of their own.”

– **Ken McMillan, General Manager, Foodbank QLD**

“...We are constantly looking at ways to give back to our local community and this partnership is one of the initiatives that we are most proud of. To date we have donated over fifteen thousand individual items and almost half a tonne of salads... (and) have also worked to add more entertainment to the annual CityCare Christmas lunch with some Warner Bros. Movie World magic, something our teams were tremendously excited to be a part of. Over this time we have been touched by the passion and commitment from everyone we have dealt with.”

– **Greg Yong, General Manager Village Roadshow Theme Park (Warner Bros Movie World, Wet'n'Wild Gold Coast)**



“Once again thanks for the help that Hillsong gives us on a weekly basis. The bags of food we received are used in wonderful ways to help people in need, including the homeless on Friday nights, delivery to six churches who distribute to their local community to be handed out to families in crisis, to refugees through the refugee centres throughout Sydney...”

– **Bradley Scott, Board Secretary, Hands and Feet, Blacktown NSW**





"We are so thankful for the generosity of our congregation whose giving to this appeal increases every year. We received 103,601 items in 2015 which is five times more than we received just five years ago. Because of this we can help so many more people."

– **Jason Allen, Chief Operating Officer, Hillsong CityCare**

'Stuff the Bus' – Christmas Appeal

Each Christmas time, our congregations donate food and toys to provide for families who are doing it tough. These are provided to the parents and carers who in turn give these to the children in their care. The 'Stuff the Bus' Christmas Appeal aims to restore dignity to parents and carers who otherwise couldn't afford gifts and food at this special time.

In 2015, the Christmas hampers and toys were distributed through close to 100 community organisations, schools, hospitals and shelters. 103,601 individual food items and toys were received through 'Stuff the Bus', 7,800 individuals and families across the breadth of the local communities were helped and across eight weeks, 12,489 volunteer hours were spent to help collect, wrap and pack the gifts.

'Kilo of Kindness' – Easter Appeal

According to the Australian Council of Social Service (ACOSS)¹⁵, 2.55 million Australians were living below the poverty line of which over 600,000 are children. This means that a large number of Australians struggle to put food on the table. The 'Kilo of Kindness' appeal encourages our congregation to bring in non-perishable food items which are then distributed as food parcels through our Emergency Relief programs and CityCare Storehouses, and local charities such as women's and homeless shelters and refugee agencies, which we partner with on the ground.

Street Teams

Social isolation and loneliness is an issue with 9% of Australians reporting that they are experiencing loneliness at any one time.¹⁶

CityCare Street Teams, seek to address the rising issue of social isolation by proactively fostering inclusion. Our Street Teams volunteers seek to connect with people vulnerable and at risk of social isolation by building friendships and hosting community events to help local residents to connect with each other. Street Teams also provide practical and social support to people who are alone or in need of assistance and work with local councils and community agencies to facilitate referrals if additional support is required.

Street Teams currently operate within a 15km radius of all our church locations in New South Wales, Queensland, Victoria, Hobart and Darwin.

The Sense of Community Index (SCI) framework¹⁷ was applied by our Street Teams program in 2015, to measure the community's engagement towards our Street Team program. This framework has improved how we can effectively engage with individuals and families to empower them to lead, in their own lives, and the community in which they belong.

In 2015, Street Teams visits reached 6,402 residents (64 weekly) in nursing homes. 18,305 contacts (458 weekly) with local residents and 4,704 volunteer opportunities were provided to connect and support our local communities.

"Lilian Wells appreciates the fortnightly visits, as it provides a sense of belonging to the residents in our facility and also to the staff...The residents always look forward to your visit, as some don't have family visiting on a regular basis and some don't have families at all. To have a group such as Hillsong Relief visit and give them a 1:1 approach means the world to them. It enhances their wellbeing in a positive manner by decreasing behaviours among the residents. We would like to thank you for your visits and for your support."

– **Sanartha Merekula, Recreational Activity Officer, Uniting Lilian Wells Residential Care**

Hillsong CityCare Prison Support Services

Our Prison Support Services program aims to support men and women in prison and help them to reintegrate back into the community after their release.

Hillsong CityCare is a member of the 'Throughcare JIGSAW' community network. As a network, agencies have collectively agreed on common purpose and collaborative framework to create pathways to help offenders, ex-offenders and their families as they progressively reintegrate back into society.¹⁸

The Correctional and Detention Centres we are based in include; Dillwynia, Emu Plains, John Maroney, Long Bay and Silverwater Complex, Parklea Junee, Mannus, Oberon, Bolwara House Transitional Centre for Women and Parramatta Transitional Centre for Women.

In 2015, we provided 2,972 (62 weekly) volunteer opportunities for our Prisons Support and Immigration Detention Centre Services.

Alosio Waininau, Pastor and Chaplain, was awarded the GEO Group's Community Award for his contribution in Parklea Correctional Centre.

Transitional and Post-release Support

Our team collaborates with South West Multicultural Community Centre to host a fortnightly community lunch, which provides a supportive space for ex-offenders and their families to connect and seek other support and referral services.

Immigration Detention Centre (Sydney)

CityCare volunteers from our City and Hills campuses support detainees at the Villawood Immigration Detention Centre. Our team seeks to build social connections through pastoral follow up by phone, home and hospital visitations and other support including cultural mediation and advocacy. We collaborate with NSW Correctional Centres and Australian Immigration, Border and Protection to host weekly church and chapel services.

In 2015, 4,509 (100 weekly) attendance was recorded at the chapel services in Correctional Centres and Prisons, 4,571 (95 weekly) attendance was recorded at the Villawood Immigration Detention Centre Chapel Services and 1,924 (40 weekly) attendance at Hillsong College Bible Study Program at Villawood Immigration Detention Centre.

"...We have seen the great results the program provides for the men who attend. For some prisoners, especially those that have spent years or decades of their lives locked up, getting out comes with a mixture of overwhelming joy and anxiety. They often want to start over, but don't know how to achieve that. They need somewhere to live, to work. They need counselling, but have limited resources. The Hillsong CityCare Post Release program provides that support and we are very proud to be in collaboration with this program."

– **Mal Fruean, Coordinator, South West Multicultural and Community Centre**



Hillsong's Response to Domestic Family Violence (DFV)

Domestic and Family Violence (DFV) is an issue impacting many people and families in Australia. Abuse can be physical, emotional, psychological, financial or sexual or a combination of these factors. According to the Australian Bureau of Statistics, 1 in 6 women experienced physical or sexual violence and that 1 in 4 women and 1 in 7 men experienced emotional abuse.¹⁹

At Hillsong, we believe every person is worthy of respect and has the right to be safe and live free from coercive control and violence. The three key ways in which we will respond to DFV is to:

Raise Awareness: ensure our church and the communities we partner with are informed, sensitive and understanding of this issue.

Equip: ensure our pastors, staff and volunteers are trained and resourced to provide informed, sensitive, and effective responses to individuals and families impacted by DFV.

Support: engage, take action and practically support those impacted by DFV.

Raising Awareness and Support

The 2015 Colour Conferences and Men's Event brought awareness to the issue of DFV in Australia. Through the generosity of Colour Conference delegates we were able to create 420 welcome packs, made up with over 6,000 items, which was delivered to a number of local support services in Sydney.

DFV Awareness Training by the NSW Police Assistant Commissioner

In September 2015, we hosted a DFV training session to equip our pastoral care, youth and CityCare staff.

Assistant Commissioner, Michael Fuller who is also the spokesperson for Domestic and Family Violence of NSW Police delivered the training. Assistant Commissioner Fuller, demonstrated the support provided by the Police to communities through education and awareness raising activities to influence and change community attitudes to what constitutes as 'criminal behaviour'.

Dr Rebecca Loundar, Hillsong Health Centre Clinical Psychologist also delivered training on Hillsong's internal processes to ensure that we are equipped to respond appropriately to DFV related cases.

DFV Transitional Support Program

In 2015, Hillsong CityCare announced its DFV Transitional Support Program (TSP) with the renovation of six properties. This transitional support program was set up using a steering committee that consists of experts from the areas of legal, community development, clinical psychology, social work and academic fields.

The program provides case management support and short term housing to assist people during the transitional stage, after experiencing domestic and family violence.

Case management support is provided to families during the period of their involvement in the program and after they move on from transitional housing. The program will be fully operational in 2016.



Amar's Story

"I'm Muslim; my business there in Iraq is as a mechanic. It was a good job, my staff was about 52 people, and I was the boss. Somebody sent me a message saying 'you have to leave the company, if you don't we'll cut your head off.' They tried to kill me because I was working with a company from America. The next day I leave my house taking only clothing, because it was very dangerous for my kids and for my family. I like my country you know, I was born there, all my memories are there. Between Iraq and Syria, there's only one road. It's a very dangerous road. We escaped on a boat, which met with a storm.

Somebody called the government of Australia 'please help, please help, we will die.' When we saw the ship very small in the distance, we felt happy, very happy. I have been going to CityCare St Mary's for two years now. I go every three months for help with the electric bill, gas bill and food. Because I have a bridging visa, I cannot work. The government is very limited for our family's payment. I don't like taking this money from the government. All my life, I'm working. I like working. I just want to watch my kids, they're safe and the future is good. That's it. That's it. If I work, I would give help to CityCare, they've helped me too much. I want to reward that. Thank you, thank you so much. Thank you."

Amar and his family are some of the 2.5 million people in Australia who rely on food relief every year. Contributions made to the CityCare Emergency Relief Program assist thousands of families in need.



Hillsong Aid and Development Australia Ltd (HADA, formerly Life Aid Australia Ltd) was incorporated in 2007 to facilitate aid and development projects in developing countries around the world. HADA includes a Public Ancillary Fund and is registered with the ACNC.

Overseas Aid & Development

Hillsong Church seeks to outwork a Christ-centred and Bible-based response to poverty and development that upholds principles of human rights and equality, capacity-building, empowerment and sustainability.

Australia's Department of Foreign Affairs and Trade (DFAT) contributes to aid and development initiatives in our neighbouring Indo-Pacific region and beyond. In our nation, Hillsong Church through its initiatives such as the Hillsong Aid and Development Australia Fund, the Hillsong Foundation and The Colour Sisterhood, has established key partnerships to facilitate our aid and development initiatives in our neighbouring region and also in most regions of the world. Some of these partner organisations include Australian Christian Churches International Relief (ACCIR), World Vision, Vision Rescue and Hillsong Africa Foundation.

Promoting Transformational Development

In engaging in development, we aim to move beyond charity and pursue justice, seeking to go deeper than just addressing symptoms by identifying root causes of poverty in order to facilitate lasting change.

We work in partnership with local in-country organisations, with connections to local churches, to facilitate projects that are relevant, effective and sustainable.

Projects Supported through The Hillsong Foundation

The Hillsong Foundation (see 'Hillsong Foundation' section) contributed a total of \$523,200 to the following partners and projects in 2015:

Combatting Human Trafficking in South East Asia

53% of funds (\$278,857) assisted with the repatriation and reintegration of survivors back to their homes and communities and supported a key research project to inform prevention strategies.

Educating children in India

30% of funds (\$156,921) assisted in providing non-formal education to children in the slums of Mumbai and Kolkata through a program that transitions children into the formal education system.

Community Development Programs in South Africa

17% of funds (\$87,422) facilitated holistic local community development programs in Mitchell's Plain and Gugulethu, through programs including sports, literacy, after school programs, early childhood development, nutrition and community building.

Projects Supported through The Colour Sisterhood

In 2015, The 500 Project raised \$156,182 and with a surplus from 2014, disbursed \$215,947 to support the following initiatives:

Orphans & Vulnerable Children

- Transitional non-formal education and nutrition for children in the slums of India – Vision Rescue
- Material support and care for orphaned or abandoned babies in Uganda – Watoto
- Improving opportunities for children living in poverty in Kenya – Compassion
- Sanitary items and training to keep girls in school in Uganda – Watoto

Maternal Health & Wellbeing

- Surgeries for fistula repair in Ethiopia – The Hamlin Fistula Foundation
- Crisis pregnancy support services for women in Cambodia – Mother's Heart, ACCIR
- Support and training for new mothers in East Timor – World Vision
- Safe birthing kits in Uganda – World Vision
- Skills training for income-generation and support for vulnerable women in Uganda – Living Hope, Watoto
- Support and training for the prevention of Female Genital Mutilation in Kenya – Compassion

Combatting Human Trafficking

- Trafficking awareness and prevention campaigns in Ukraine – The A21 Campaign
- Rescue and rehabilitation of survivors of trafficking in Greece – The A21 Campaign
- Reintegration into family and community for trafficked or abused children in Cambodia – SHE Rescue

The Next Generation

- Literacy programs for children in South Africa – Hillsong Africa Foundation
- Personal development programs Shine and Strength – Various Organisations
- Anti-bullying campaign in Australia – The String Movement

Emergency Relief

In 2015 two major disaster relief appeals were held; firstly for the devastating earthquake in Nepal in April and secondly, in December for the ongoing relief work among the refugees flooding out of Syria as a result of the ongoing conflict.

Nepal Earthquake

\$322,279 was raised for the relief efforts for the earthquake in Nepal, which was distributed to two major partners, World Vision Australia and Australian Christian Churches International (ACCI). This funding contributed to provision of emergency food, temporary housing, emergency medical treatment, repair of health facilities, anti-trafficking initiatives for vulnerable children, shelter, and access to clean water and sanitation.

Syrian Refugee Crisis Appeal

Our congregation responded to the ongoing crisis in Syria by donating \$212,000 to World Vision's Syria Crisis Response, which contributed to reaching approximately 1.1 million people across Syria, Jordan, Iraq, Lebanon, and Turkey.

"...It is a blessing, a tremendous sign of God's love at work in the world, to have the support of such committed friends and partners as we have in Australian church communities like Hillsong. I give thanks to God every day for the positive difference our Australian supporters are making through their compassionate, committed, enduring faithfulness."

– Tim Costello, CEO, World Vision Australia



A focus on Literacy Development

The Literacy Development program held in both Mitchell's Plain and Gugulethu in South Africa provides resource and training for teachers to provide opportunity for their students to learn and develop. As one of the teachers said, "most of the children of my class only get to see their current surroundings but if we can give them books that open their eyes to a world around them then they can begin to see that things can change." Through the literacy program, Hillsong Africa Foundation (HAF) has worked in six different schools. As HAF is able to partner with schools and children they are able to bring freedom, choices and change for the next generation.



"Literacy is inseparable from opportunity, and opportunity is inseparable from freedom. The freedom promised by literacy is both freedom from - ignorance, oppression, poverty - and freedom to - do new things, to make choices, to learn."

– Koichiro Matsuura



"Hillsong Church believes that all people are created in the image of God and that, as image bearers, all human beings are entitled to freedom, dignity and respect. Together with the co-signatories of the Australian Freedom Network, Hillsong Church supports every effort to stand against, and eliminate human trafficking in the 21st Century. Working together we believe we can achieve this goal."

– Brian Houston, Global Senior Pastor, Hillsong Church

The Australian Freedom Network

As part of the Australian Freedom Network launch, Hillsong Church, alongside faith ministers and leaders in Australia, signed the 'Joint Declaration of Religious Leaders Against Modern Slavery'²⁰ that was signed by Pope Francis at Vatican City in 2014 and affirmed our commitment to the abolishment of slavery.





Hillsong Sydney, Hills Epicentre



Hillsong Brisbane, Mt Gravatt



Hillsong Sydney, Greater West

The Hillsong Foundation

In 1996 we were a relatively young church with the Hills Campus church services being held in the local entertainment centre and our bible college and community programs operating from the old council chambers in Castle Hill, NSW. Even though we were hosting the largest single church congregation in Australia it seemed an impossible task to purchase our own facilities.

At this time the Hillsong Foundation was established in the late 1980s to engage with those with a desire to live generously and make a difference in the lives of others.

The Hillsong Foundation continues to grow each year. We are thankful for everyday Australians, from across multiple congregations for their generous donations to support the continued work that The Hillsong Foundation achieves.

Key Focus Areas

The Hillsong Foundation raises money to build and develop facilities, support benevolent activities and church planting both here in Australia and overseas while aiming to keep administration and accountability costs to a minimum.

Tax deductible initiatives of the Hillsong Foundation are supported through a Public Ancillary Fund; non-deductible initiatives are supported through the church. Both are audited and registered with the Australian Churches and Not-for-profits Commission (ACNC).

For the financial year ending June 2015, 6,464 people supported the Hillsong Foundation raising over \$15,000,000

In 2015, \$826,329 was provided for International Church planting (2014: \$775,223)

Our Focus on Community Facilities

Our church is all about connecting people with the message of the gospel and with each other, building communities of support and providing practical assistance for those in need.

Facilities provide locations for weekend church services and the opportunity to operate many of the community programs we offer. These venues also become the hub for hosting mid-week activities such as youth mentoring, crisis counselling, pastoral support, food programs and much more.

As a growing church, the demand for facilities increases. Most of our current locations operate from leased premises and many of these are available only on weekends hampering our ability serve the communities we are located in. It is for this reason that the Hillsong Foundation focuses on fundraising for community facilities.

Half of the funds raised this year have been set aside for the construction of the final stage of the Hills Epicentre which commenced in early 2016. This facility includes a 600-seat auditorium and has been designed to accommodate College training, television and media and weekend children's programs with a focus on special needs programs. We also invested into improving the foyer and forecourt for our Brisbane Campus along with facilities improvements in Newcastle and Waterloo.

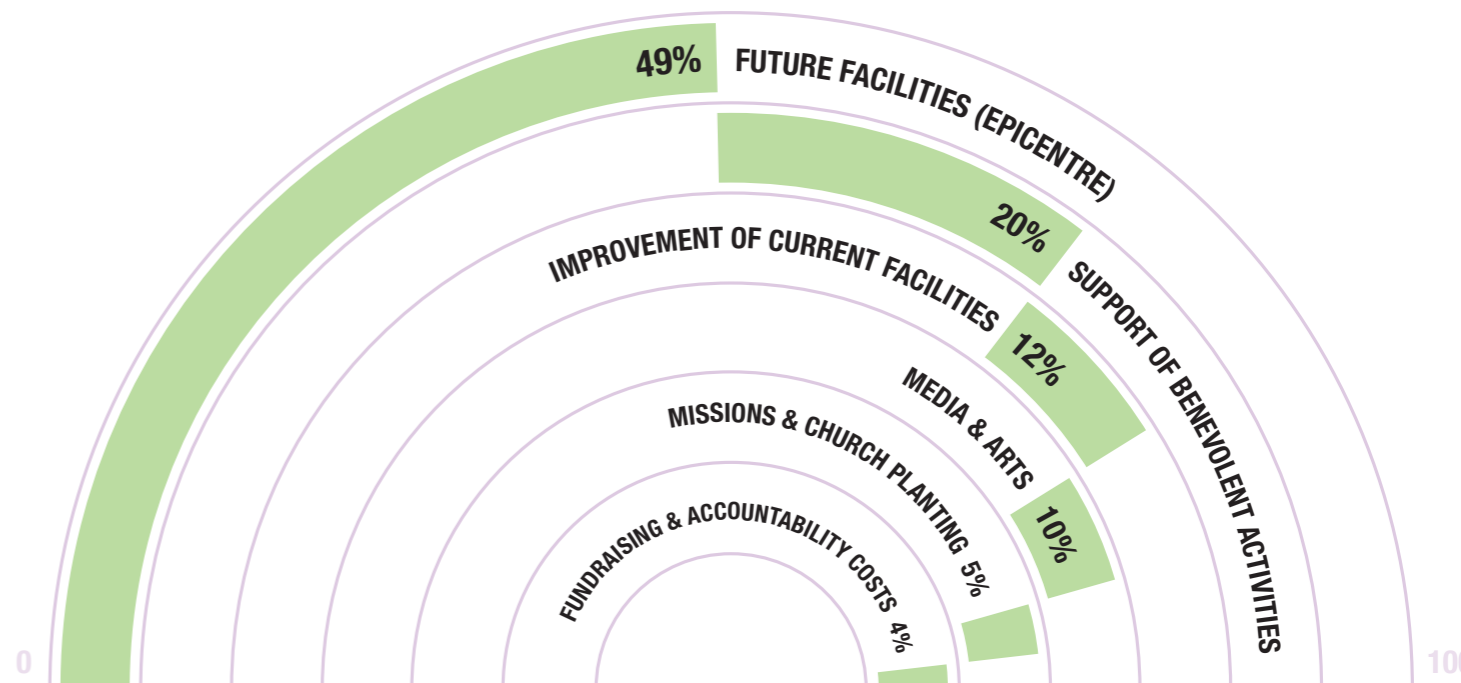
"A facility for our room in the Greater West of Sydney would be a massive stake in the ground in the heart of a young growing community. The land is positioned close to the Great Western Highway, train station and new M4 ramps.

New facilities would enable us to engage and impact the community in a greater way with expanded space for our Citycare services, youth engagement with sporting facilities, a child care centre and also an indoor play land and cafe."

– Pastor Jay Jury, Greater Western Sydney Hillsong Campus



Hillsong Foundation Income Allocation



Our Commitment to Support Benevolent Programs

We have a continued commitment to support vulnerable people within our community and abroad providing care programs, supporting other agencies and funding sustainable development programs.

The Hillsong Foundation distributed \$3,310,000 in 2015, (2014: \$2,880,938) from funds raised to support the benevolent activities of:

- Hillsong CityCare
- Vision Rescue in India
- One80TC Drug and Alcohol Rehabilitation
- The A21 Anti-trafficking Campaign

Details of these and other programs supported by the Hillsong Foundation can be found in the Annual Report pages titled 'Local Community Services' and 'Overseas Aid and Development'.

Our Belief in Church Planting

We believe that healthy local churches can be a catalyst for positive change in their communities. Our commitment to church planting has enabled us to establish strong churches globally, bringing hope, refuge and support for the people within their reach.

Amongst other church plants support in 2015, we planted a church in Buenos Aires, South America and donated non-tax deductible funds raised through the Hillsong Foundation program to support the launch team, venue, and set up costs for Hillsong Buenos Aires.

"We've been running church in Buenos Aires for a few months now. It's been amazing and our focus for now is on building team and establishing culture. We've been seeing some amazing people get connected into the family with incredible testimonies and stories of salvation and restoration. Over a thousand people have made decisions for Christ and we have an average attendance of 1,200 each week. We are also in the process of building team as we are coming close to launching in Sao Paulo..."

– **Pastor Chris Mendez, Lead Pastor, Hillsong South America**





Amelia's Story

Hillsong Church has been home to me since 1994 and having spent more than half my life here it really does feel like the house I grew up in.

I recall wrestling with the idea of pursuing a career in business in my youth days, but it wasn't until I was 27 that I took a leap of faith in that direction when a florist shop we knew went on sale.

The truth is, you go into business hoping you would make a lot of profit, but there's a big burden that comes with it no one tells you about. You think it's glamorous but it's not, it's a lot of hard work and I felt drained by the strife it created. There was a moment where I just didn't want to do it anymore – I felt like I was carrying the burden alone, and it all got too much.

It was at this point of my business endeavour, that I made a decision to disconnect from all my networking circles and reconnect myself with church – in particular Kingdom Builders, which is a Hillsong Foundation initiative. There, I discovered a deeper purpose to my business venture, and a renewed clarity on the things that truly mattered.

Where I was once unhappily pursuing the establishment of my business, I now pursue something I could never lose - God and the establishment of His Church. Where I was once losing myself in the dissatisfaction of success, I now find myself completely content with who I am and what I'm about. Where once I felt torn by the methods of success needed to make it in the business world, I now find clarity in the practical wisdom of Proverbs. These shifts have shaped both my day to day operations and the way I lead my staff, bringing a kind of success that could not have been planned by me in my wildest dreams.

I have a vision in my heart that this business will continue to not just be about profit and selling flowers, but also about people. The way I see it, we are not in the flower business, we are in the people business, and I hope that we can be a light on the hill to our community.

Amelia currently owns three florists across the Hills district with a staff of 30, winning both the National florist of the year award once, and the local Business Awards for seven years straight including 2015.



Our Board

Our Board serves to ensure we are effectively governed, are stewarding our finances well and that we are in a strong position to fulfil our vision and implement strategy. The Board comprises of both church leaders and business people.



Brian Houston

Chairperson
Board Member since 1988

Brian is a credentialed minister of religion and the founding Senior Pastor of Hillsong Church Australia and 12 Hillsong Churches globally.

Meeting attendance:
Board ●●●●●●



George Aghajanian

Company Secretary
Board Member since 1996

George is the General Manager of Hillsong Church and is responsible for corporate governance and legal, financial stewardship, human resources and church facilities development.

Meeting attendance:
Board ●●●●●●
Audit Committee ●●●●



Joel A'Bell

Board Member since 2007

Joel is the Lead Pastor of Hillsong Australia. He is also on the Australian Christian Churches (ACC) National Executive Board. Joel is an innovative thinker, leader and communicator.

Meeting attendance:
Board ●●●●●●



Don Cooper-Williams

Board Member since 1993

Don is the founder of AltoPoint consulting, with over 40 years of experience in executive management in the IT industry. With both Godly wisdom and management skills, he is a gifted communicator within the church and the corporate community.

Meeting attendance:
Board ●●●●●●
Audit Committee ●●●●●
Remuneration Committee ●

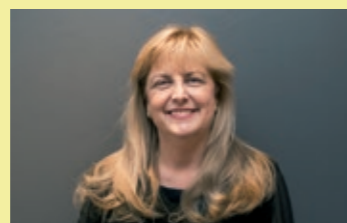


Phillip Denton

Board Member since 2009

Phillip is an Executive Director of Hillscorp, a property development company. In his past 25 years in the industry, he has gained a wealth of experience and skills in negotiation, sales and acquisitions, feasibilities and building relationships with joint-venture parties, clients and staff.

Meeting attendance:
Board ●●●●●●
Audit Committee ●●●●●
Remuneration Committee ●



Melinda Dwight

Board Member since 2016

Melinda is the National Director of Alpha Australia, Chair of The William Wilberforce Foundation and the Chair of Harvest Bible College. Melinda has been an ordained minister with the ACC for 25 years and previously served as the Senior Pastor of a thriving church for 15 years, as well as serving on that Victorian ACC State Executive and was previously on the board of ACCI and Youth Alive Victoria.

Meeting attendance:
Board ●



Dane Gambrill

IT Steering Committee - Chairperson
Board Member since 2009

Dane is employed by IBM and is responsible for the Cloud Video Services division across Asia Pacific, also serving as a member of IBM's Global Media and Entertainment leadership team. Dane has also become a trusted advisor regarding business transformation in the Digital era. He has a number of technical and business related qualifications.

Meeting attendance:
Board ●●●●●●



Ben Houston

Board Member since 2012

Ben and his wife Lucille are the Lead Pastors of Hillsong Los Angeles. Ben is passionate about God and the Church and has a real heart to see people find hope, life and answers in Jesus Christ. He started ministry as one of the youth pastors in Australia before planting an Extension Service on the Northern Beaches of Sydney. Then became the Extension Service Campus Pastor at Hillsong Australia, overseeing all the Extension Services.

Meeting attendance:
Board ●●●●●●



Leigh Howard-Smith

Audit, Risk and Compliance Committee - Chairperson
Board Member since 1993

Leigh is a Director/Owner of Freight Specialists, a national logistics and transport business. He is a long-standing board member of Hillsong Church and brings a wealth of business acumen to that role.

Meeting attendance:
Board ●●●●●●
Audit Committee ●●●



Dwayne Nielson

Board Member 2010-2016

Dwayne is the CEO and Director of an architecture firm and offers business, governance and property experience to the Board. Dwayne completed his tenure in February 2016.

Meeting attendance:
Board ●●●●●●



Nabi Saleh

Board Member since 1990

Nabi is the former Executive Chairman of Gloria Jean's Coffees worldwide and Chairman of Praise International USA which operates It's A Grind coffee houses. His drive, passion and belief in people coupled with his strong business acumen and Godly wisdom have enabled him to continue to sit on several boards for large, non-profit organisations.

Meeting attendance:
Board ●●●●
Audit Committee ●●●
Remuneration Committee ●



Lalita Stables

Board Member since 2011

Lalita has over 19 years experience in the IT industry and currently is an Enterprise Sales Manager at Google Australia, following a successful corporate career with IBM for 11 years. She holds a Business Computing/Marketing degree. Lalita is a steering committee member for the Inaugural Women's Build Habitat for Humanity Project in Sydney, Lalita also co-founded the charity, Oasis Africa Australia, in 2005 and raised awareness and funds to start a school for orphans which now supports over 1000 students.

Meeting attendance:
Board ●●●●●●



Grant Thomson

Board Member since 2008

Grant has been a member of Hillsong Church for over 30 years. He is the Global Marketing Director for Hillsong, prior to working on staff he had considerable experience as a marketing executive in the Pharmaceutical Industry. Grant is also an ordained minister with the ACC.

Meeting attendance:
Board ●●●●●●



Over
5,000
volunteer roles
are filled on any
given week

“The generosity of our volunteers is strongly felt in every aspect of church operations – from administration, venue maintenance, catering, seat hosting, to creative arts, community action, small group leadership, youth, children’s programs and much more. The sacrifice of time and skills coupled with their passion and commitment is invaluable, and we would not be able to effectively care for those who call Hillsong Church ‘home’ without each one of them.”

- Joel A’Bell, Lead Pastor, Hillsong Church Australia

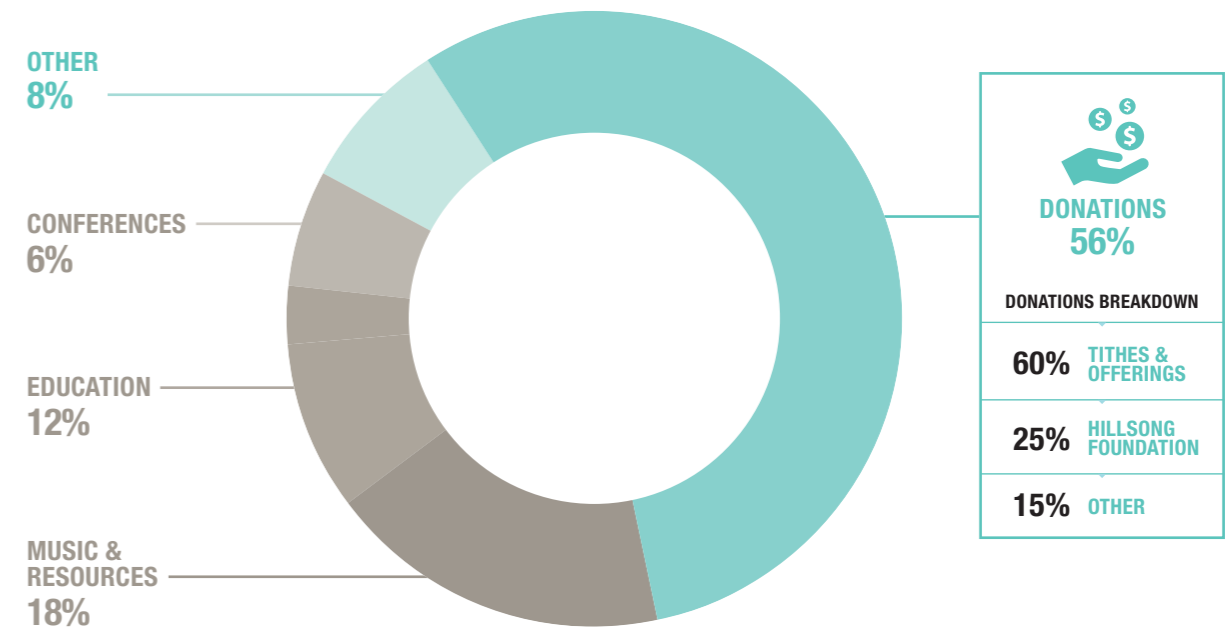
Thank You

The effectiveness of the Hillsong programs and services is only possible because of the tireless commitment of the church’s Board and Elders, 770 staff, volunteers serving across every area of church life and Hillsong College students who are involved in a wide range of church operations where they develop and outwork the knowledge they have acquired in class.

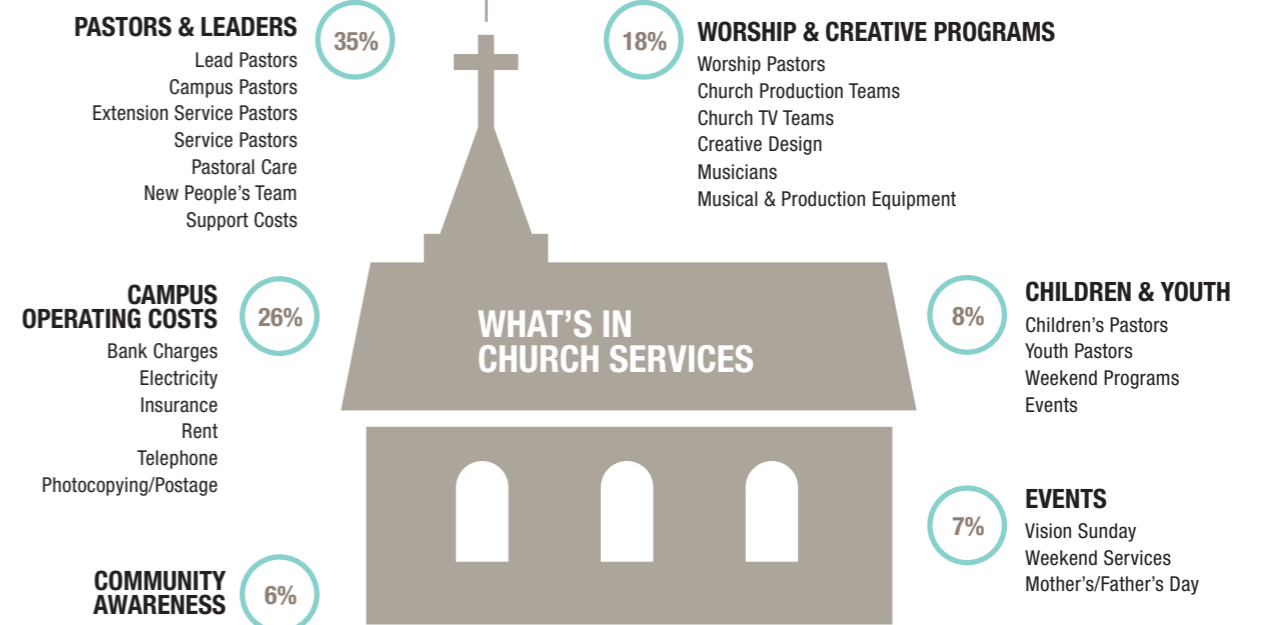
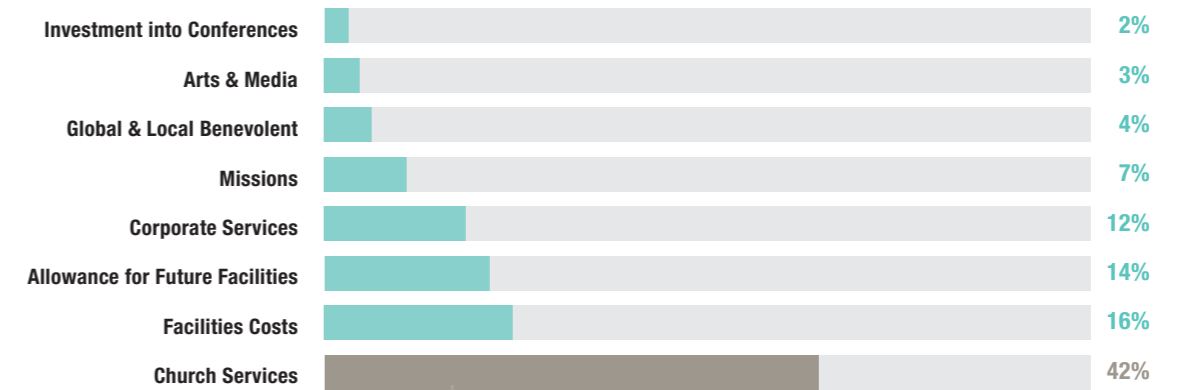
Hillsong Church is thankful to have worked alongside the many organisations in 2015 that have helped towards the betterment of our local Australian communities and overseas.



Financial Reports



HOW PROCEEDS ARE SPENT





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Report on the Summary Financial Report

We have audited the accompanying summarised financial report of The Activities of Hillsong Church Australia ('Hillsong Church Australia') which comprises of those related entities specified in Note 1, comprising the statement of financial position as at 31 December 2015, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and related notes, which was derived from the combined financial report of Hillsong Church Australia for the year ended 31 December 2015. We expressed an unmodified auditor's opinion on that combined financial report in our auditor's report dated 23 June 2016.

Common Directors' Responsibility for the Summarised Financial Report

The directors of each of the related entities comprising Hillsong Church Australia's (the 'common directors') of Hillsong Church Australia are responsible for the preparation and presentation of the summarised financial report in accordance with accounting policies described in Note 1 to the summarised financial report.

Auditor's Responsibility

Our responsibility is to express an opinion on the summarised financial report based on our procedures, which were conducted in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements.

Opinion

In our opinion, the information reported in the summarised financial report is consistent, in all material respects, with the combined financial report from which it was derived. For a better understanding of the scope of our audit, this auditor's report should be read in conjunction with our audit report on the combined financial report.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the summarised financial report which describes the basis of accounting. The summarised financial report is prepared to assist the common directors of the related parties specified in Note 1 to provide financial information to their members. As a result the summarised financial report may not be suitable for another purpose.

Ernst & Young
Ernst & Young

Sydney
23 June 2016

A member firm of Ernst & Young Global Limited
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Statement of Comprehensive Income

For the year ended 31 December 2015

| | 2015 (\$) | 2014 (\$) |
|--------------------------------------------------------|--------------------|-------------------|
| Total revenue | 112,794,565 | 94,429,336 |
| Church and other benevolent activities | (58,624,607) | (50,369,520) |
| Resources | (7,635,965) | (5,411,639) |
| Bible college | (9,784,884) | (8,762,993) |
| Conferences | (10,411,783) | (8,251,031) |
| Campuses facilities and maintenance | (10,092,935) | (9,580,786) |
| Other expenses | (10,028,539) | (8,861,905) |
| Surplus from operations | 6,215,852 | 3,191,462 |
| Financial income, net | 215,605 | 176,327 |
| Net surplus available for church and ministry projects | 6,431,457 | 3,367,789 |
| Other comprehensive income | - | - |
| Total comprehensive income for the period | 6,431,457 | 3,367,789 |

Statement of Changes in Equity

For the year ended 31 December 2015

| | Settled sum (\$) | Common control reserve (\$) | Retained surplus (\$) | Total (\$) |
|-------------------------------------------------------|------------------|-----------------------------|-----------------------|-------------------|
| Balance at 1 January 2015 | 50 | - | 22,510,381 | 22,510,431 |
| Transfer of reserve to retained surplus | - | - | - | - |
| Total comprehensive income for the period | - | - | 6,431,457 | 6,431,457 |
| Balance at 31 December 2015 | 50 | - | 28,941,838 | 28,941,888 |
| Balance at 1 January 2014 | 50 | 27,878 | 19,114,714 | 19,142,642 |
| On transfer of assets from a common controlled entity | - | (27,878) | 27,878 | - |
| Total comprehensive income for the period | - | - | 3,367,789 | 3,367,789 |
| Balance at 31 December 2014 | 50 | - | 22,510,381 | 22,510,431 |

Statement of Financial Position

As at 31 December 2015

| | 2015 (\$) | 2014 (\$) |
|--------------------------------------|-------------------|-------------------|
| Current assets | | |
| Cash and cash equivalents | 18,826,765 | 6,389,275 |
| Trade and other receivables | 8,986,272 | 6,782,332 |
| Inventories | 813,545 | 974,343 |
| Other assets | 1,183,501 | 1,017,991 |
| Other financial assets | 666,224 | 4,785,374 |
| Total current assets | 30,476,307 | 19,949,315 |
| Non-current assets | | |
| Other receivables | 19,190,665 | 14,245,520 |
| Property, plant and equipment | 13,383,777 | 11,403,436 |
| Total non-current assets | 32,574,442 | 25,648,956 |
| TOTAL ASSETS | 63,050,749 | 45,598,271 |
| Current liabilities | | |
| Trade and other payables | 10,331,949 | 7,731,385 |
| Interest bearing liabilities | 561,813 | 11,175 |
| Employee benefits | 4,982,313 | 4,434,903 |
| Other payables | 9,341,710 | 8,631,576 |
| Total current liabilities | 25,217,785 | 20,809,039 |
| Non-current liabilities | | |
| Other payables | 4,189,236 | 1,592,976 |
| Interest bearing liabilities | 3,933,345 | - |
| Employee benefits | 768,495 | 685,825 |
| Total non-current liabilities | 8,891,076 | 2,278,801 |
| TOTAL LIABILITIES | 34,108,861 | 23,087,840 |
| NET ASSETS | 28,941,888 | 22,510,431 |
| Accumulated funds | | |
| Settled sum | 50 | 50 |
| Retained surplus | 28,941,838 | 22,510,381 |
| TOTAL ACCUMULATED FUNDS | 28,941,888 | 22,510,431 |

Statement of Cash Flows

For the year ended 31 December 2015

| Cash flow from operating activities | 2015 (\$) | 2014 (\$) |
|------------------------------------------------------------|-------------------|--------------------|
| Cash receipts in the course of operations | 110,590,625 | 93,439,578 |
| Cash payments to suppliers and employees | (103,753,647) | (87,235,279) |
| Interest received | 238,497 | 179,027 |
| Interest paid | (22,892) | (2,700) |
| Net cash provided by operating activities | 7,052,583 | 6,380,626 |
| Cash flow from investing activities | | |
| Payments for property, plant and equipment | (5,042,204) | (4,729,049) |
| Proceeds from the sale of equipment | - | 46,740 |
| Proceeds from other financial assets | 4,119,150 | - |
| Purchase of other financial assets | - | (1,385,374) |
| Net cash used in investing activities | (923,054) | (6,067,683) |
| Cash flow from financing activities | | |
| Loans to related parties | (3,902,271) | (4,318,222) |
| Repayments from related parties | 3,129,989 | 2,714,787 |
| Loans from related parties | 2,951,245 | 1,353,907 |
| Repayments to related parties | (354,985) | - |
| Proceeds from interest bearing liabilities | 4,483,983 | - |
| Payments of interest bearing liabilities | - | (24,658) |
| Net cash (used in)/provided by financing activities | 6,307,961 | (274,186) |
| Net increase/(decrease) in cash and cash equivalents | 12,437,490 | 38,757 |
| Cash and cash equivalents at the beginning of year | 6,389,275 | 6,350,518 |
| Cash and cash equivalents at the end of year | 18,826,765 | 6,389,275 |



Notes to the Summary Financial Statements

Basis of preparation

The summary financial statements are derived from the combined financial report of The Activities of Hillsong Church Australia for the year ended 31 December 2015. The financial report was authorised for issue by the directors of the entities of Hillsong Church Australia on 23 June 2016. This report presents the aggregation of the entities which undertake the religious, educational, welfare and development activities of those related entities comprising The Activities of Hillsong Church Australia, being:

- Hillsong Church Ltd
- Hillsong Foundation Trust
- Hillsong CityCare Ltd
- Hillsong Media and Performing Arts Inc
- Hillsong Limited
- Life Aid Australia Ltd (renamed as Hillsong Aid and Development Australia w.e.f. 12 January 2016)

The combined financial report has been prepared for distribution to the members of each of the related entities identified above.

The combined financial report complies with the measurement requirements of International Financial Reporting Standards and Australian Accounting Standards, except AASB 127 'Consolidated and Separate Financial Statements'. The combined financial report is not prepared on the basis of the identification of a head entity and the consolidation of all of the entities it controls or controlled during the financial period. The combined financial report comprises the aggregate of the financial statements of those related entities as at and for the period ended 31 December each year which undertake charitable initiatives within the geographic region of Australia identified above.

The common directors of each of the related entities identified above have prepared the financial report in accordance with the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flow', AASB 1031 'Materiality' and AASB 1048 'Interpretation and Application of Accounting Standards'. For more detailed information and understanding, these summary financial statements should be read in conjunction with the audited combined financial report.

Governance

While Hillsong Church is one church, there are many legal entities that operate the various programs offered. These individual entities have been established for various reasons, which include legislative requirement, tax status distinction and resource allocation. Each of these legal entities have their own unique purpose and requirements. These requirements include such things as who they are accountable to, and how they are governed.

However, to simplify the outworking of the duties for each individual entity, the church has appointed a 'common board' that resides over most of these entities.

Directorship

The primary responsibility of the Board of Directors is governance. The governance regime is outworked within three principle activities, which are: compliance, assurance, and risk management.

Compliance

The Board is responsible for adherence to all compliance requirements of the church. The scope of this compliance goes beyond financial reporting. The breadth of compliance ranges from matters relating to employment, WH&S, commercial contracts, funding covenants, medical, child protection, and building regulations.

Assurance

The responsibility of the Board is to seek assurance from the organisation and its management that the organisation is complying and managing its risks effectively. An effective assurance tool is audit. This is annually conducted on the financial statements of the church by a top tier audit firm.

Risk Management

Effective risk management is the responsibility of the Board. Members of the Board require that risks facing the church have been identified and assessed, and that the risks are being properly managed. The Board of Hillsong Church Australia is committed to the practice of risk management to assist with strategic decision-making and operational oversight.

Sub-Committees

The Constitution provides the Board with the power to establish one or more sub-committees. To ensure governance effectiveness, the Board has determined standing subcommittees will be formed in the key areas of audit, risk, compliance, and remuneration.

Eldership

The Church Constitution provides that a Member (i.e. of Company Limited by Guarantee or Incorporated Association) is also an Elder of the church, and that

admission to 'company membership' of the church means the person is also appointed as an Elder of the church. Beyond the duties as an Elder of the church, a Member is required to participate in the proceedings of the annual general meeting, at which members are asked to vote on such matters as the appointment of the Board.

Senior Pastor

The Senior Pastor, in the context of Hillsong Church, is the ordained minister of religion that has been commissioned with the ultimate responsibility of the spiritual oversight of the church. The fulfilment of this role includes leadership of the Executive Management, Chairperson of the Board, and an Elder.

Board Composition

There are currently twelve Board members. To maintain Board independence, the majority of Directors are non-executive members who are independent of the management team.

Board Remuneration

As outlined in the church constitution, 'no director shall receive remuneration in respect to his duties as a director of the church'. Remuneration received by Executive Directors is in respect of their executive duties. There is no relationship between the packages received by Executive Directors and the church's financial performance and no equity-based remuneration packages are entered into.

Material Personal Interests

When conflict arises, each Director acknowledges their duty to notify other Board members of a material personal interest, which relates to the church. Furthermore, the Board Member who has a material personal interest in a manner that is being considered at a Board Meeting must not be present while the matter is being considered at the meeting, or vote on the matter.

Ethical Standards and Values

Hillsong Church is a Christ-centred ministry and therefore the Directors, Management and Employees are expected to conduct themselves with the highest of ethical and biblical standards. The code of conduct for Directors is outlined in each respective constitution. Employees are bound by the code of conduct included within their employment contract and pastoral staff are accountable to the Australian Christian Churches Ministerial Code of Conduct.

Safety & Child Protection

The Board is responsible for monitoring the performance of safety measures being implemented within the church. The Board is committed to the safety of all those who participate, in particular those who are vulnerable.

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hillsong.com/australia

For what we believe:

hillsong.com/what-we-believe

For details of recent media releases:

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